

Interim Ministry Resources

Chapter 2 Start

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Reflections and Resources

1) Life is difficult

Paul's Sufferings as an Apostle

²⁴Five times I have received from the Jews the forty lashes minus one. ²⁵Three times I was beaten with rods. Once I received a stoning. Three times I was shipwrecked; for a night and a day I was adrift at sea; ²⁶on frequent journeys, in danger from rivers, danger from bandits, danger from my own people, danger from Gentiles, danger in the city, danger in the wilderness, danger at sea, danger from false brothers and sisters; ²⁷in toil and hardship, through many a sleepless night, hungry and thirsty, often without food, cold and naked. ²⁸And, besides other things, I am under daily pressure because of my anxiety for all the churches.

2Corinthians 11 - oremus Bible Browser

<http://bible.oremus.org/?passage=2Corinthians+11>

Images for Paul's Sufferings as an Apostle

Nobody said the work was going to be easy. The work of an interim pastor can be difficult.

Resources

Bruce Lee Quotes (Author of Tao of Jeet Kune Do)

"Do not pray for an easy life, pray for the strength to endure a difficult one."

https://www.goodreads.com/author/quotes/32579.Bruce_Lee

Images for pray for the strength to endure a difficult life

Cross-Shaped Leadership: On the Rough and Tumble of Parish Practice by John A. Berntsen.

For Lutheran pastor John Berntsen, the cross is about more than the crucifixion on Good Friday. It is shorthand for the whole drama of salvation - God's decisive act of reconciling the world to God's own self. The cross is dying and rising with Christ, but at a deeper level it is the story of the world's resistance to grace. Those who lead are subject to the cross no less than others. In contrast with the current fashion for "visionary" or "purpose-driven" leaders, cross-shaped leaders are not primarily the providers of master plans, nor are they master builders. Cross-shaped leadership is provisional, contextual, and fallible - open-ended ministry that has the character of a pilot project. It is always under construction and revision.

Our moment-by-moment functioning in ministry is subject to countless deaths and resurrections, few of which are heroic or glorious. But Berntsen offers good news within this potentially dismal perspective. He writes, "Once we've accepted the truth that ministry is hard, even impossible - once we've stopped living in denial of this reality, or perhaps whining about it - it becomes the truth that sets us free. We cease being gloomy servants, weighed down by our resentful conviction that we are all alone in our work - the closet atheism born of the worry, 'If I don't do it, nobody will' - and instead become joyful coworkers of a strong, wise, and consoling Lord."

With optimism, humor, and deep empathy, Berntsen's *Cross-Shaped Leadership* offers hope and challenge in the midst of the rough and tumble of parish practice.

<http://www.amazon.com/Cross-Shaped-Leadership-Tumble-Parish-Practice/dp/156699375X>

<https://www.goodreads.com/book/show/6329308-cross-shaped-leadership>

<https://rowman.com/error.aspx?aspxerrorpath=/ISBN/9781566993753/Cross-Shaped-Leadership-On-the-Rough-and-Tumble-of-Parish-Practice>

<https://books.google.com/books?isbn=1566995043>

Cross-Shaped Leadership: On the Rough and Tumble of Parish Practice

<https://alban.org/archive/the-impossible-task-of-ministry/>

Images for ministry is hard, even impossible

<http://www.elizabethpresbytery.org/Resource%20Center%20ON%20THE%20WEB/Alban%20Institute%20Resources%202012.pdf>

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https://www.tyndale.ca/sites/default/files/syllabi/LEAD-0510_Section-1.pdf

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<http://www.patheos.com/blogs/paperbacktheology/2009/12/cross-shaped-leadership-review.html>

<http://www.lifeandleadership.com/book-summaries/berntsen-cross-shaped-leadership.html>

<http://www.lancasterconference.org/library/subject/?search=LEADERSHIP>

<http://alivenow.upperroom.org/2016/04/05/meet-the-writers-john-berntsen/>

<http://www.knox.utoronto.ca/wp-content/uploads/Draft-Syllabus-Pastoral-Integration-Fall-2015.pdf>

<http://www.minnesotavalleys.org/Resource%20Center.html>

<http://alivenow.upperroom.org/2016/04/05/meet-the-writers-john-berntsen/>

http://www.goodreads.com/author/show/2873163.John_A_Berntsen

Images for John A. Berntsen, author cross shaped leadership

Images for Cross-Shaped Leadership: On the Rough and Tumble of Parish Practice by John A. Berntsen.

General Colin Powell: A Leadership Primer

Lesson 18 "Command is lonely."

<http://nets.ucar.edu/nets/intro/staff/jcustard/jc-la2004/powell-leadership.pdf>

[Images for General Colin Powell: A Leadership Primer Lesson 18 "Command is lonely."](#)

[The Leadership Secrets of Colin Powell](#)

Chapter 16 Prepare for Loneliness

<http://search.barnesandnoble.com/Leadership-Secrets-of-Colin-Powell/Oren-Harari/e/9780071418614>

[Images for The Leadership Secrets of Colin Powell Chapter 16 Prepare for Loneliness](#)

[Leading a Church More Complex than Leading a Business](#)

4. Long-term members consider themselves experts in how the church ought to be run. Few people in the business world know the intimate details of everything going on in day-to-day operations and don't pretend to master them. But people who have been to church for a while consider themselves experts on how a church should operate. They are like fans who sit in the stands at ballgames and consider themselves more knowledgeable than the coach or manager.

<http://www.churchcentral.com/blog/11155/Leading-a-church-more-complex-than-leading-a-business>

[Images for Leading a Church is Complex](#)

[Ranking The 9 Toughest Leadership Roles - Forbes](#)

[5. Pastor, Rabbi, Mullah or other Holy Leader](#)

Pros: You're seen as a man or woman of God, and what you say gets taken seriously, at least momentarily.

Cons: "Being a pastor is like death by a thousand paper cuts," says Rev. Dr. Ken Fong, senior pastor at Evergreen Baptist Church in Rosemead, California and a program director at Fuller Theological Seminary in Pasadena. "You're scrutinized and criticized from top to bottom, stem to stern. You work for an invisible, perfect Boss, and you're supposed to lead a ragtag gaggle of volunteers towards God's coming future. It's like herding cats, but harder."

Adds Rob Jackson, interim pastor at Hilliard Presbyterian Church in Columbus, Ohio: "I've managed people in a traditional office and also in a church—and one of the major differences between is most of the workers in a church are volunteers who will *not* do something just because it's their job. Managers of volunteers must always lead by demonstrating a vision for our mission and how their work fits into it."

<https://www.forbes.com/sites/robashgar/2014/02/25/ranking-the-9-toughest-leadership-roles/#7b5138844e2b>

[Images for Ranking The 9 Toughest Leadership Roles - Forbes 5. Pastor, Rabbi, Mullah or other Holy Leader](#)

<https://www.forbes.com/sites/robashgar/2013/11/15/the-toughest-leadership-job-of-all-its-not-what-you-think/#21bf4a3463cd>

<https://www.christianpost.com/news/forbes-pastors-have-one-of-the-toughest-leadership-roles-but-not-as-tough-as-stay-at-home-moms.html>

<https://www.christiantoday.com/article/why-would-a-church-pastor-be-one-of-the-hardest-jobs/36079.htm>

<http://thereligiousmarketplace.blogspot.com/2014/03/Religious-Leader-the-Fifth-Toughest-Leadership-Role>

[Images for Religious Leader the Fifth Toughest Leadership Role](#)

[Souhan: Frazier doesn't deserve this nasty, brutish year](#)

Philosopher Thomas Hobbes called life "nasty, brutish and short," and that was before Brandon Meriweather was born. Life in the NFL is nasty, brutish, and shorter. Only exceptional football players get to play for more than a few head coaches. They know most head coaches are hard men steeled by ambition and warped by paranoia.

The Vikings had a chance to be different. Last year, they were different. They made the playoffs under a head coach who treated everyone he met, from secretaries to media relations underlings to reporters to players, as worthwhile humans.

He is a man of faith. Unlike many sports figures who invoke religion to duck questions and circumvent critical thinking, Frazier behaves the way a man of faith should. He walks the walk, talks the talk and does his job humanely in a league that treats most humans only well enough to shield themselves from future lawsuits.

<http://www.startribune.com/sports/vikings/229402451.html?page=all&prepage=1&c=y#continue>

<https://yalebooksblog.co.uk/2013/04/05/thomas-hobbes-solitary-poor-nasty-brutish-and-short/>

[Images for Philosopher Thomas Hobbes "nasty, brutish and short"](#)

[Ten Reasons It Is More Difficult to Be a Pastor Today - Thom Rainer](#)

Yes, it is indeed more difficult to be a pastor today than earlier years. At least ten major issues led to these challenges.

<http://thomrainer.com/2017/05/ten-reasons-difficult-pastor-today/>

[Images for Ten Reasons It Is More Difficult to Be a Pastor Today - Thom Rainer](#)

<http://thomrainer.com/2017/10/five-difficult-pastors-follow/>

<http://thomrainer.com/2014/10/eight-causes-pastoral-ministry-slump/>

<http://thomrainer.com/2017/08/why-it-takes-five-to-seven-years-to-become-the-pastor-of-a-church/>

<http://thomrainer.com/2017/08/ten-tough-pieces-advice-pastors-trouble-receiving/>

[Images for thom rainer author](#)

[The Courage to Explore: Lessons from the Lewis and Clark Expedition](#)

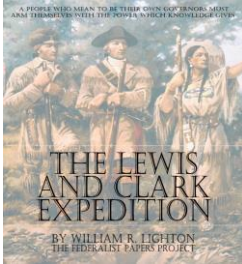
Preparation: Together, they selected four dozen men and gathered guns, provisions, and gifts for the expedition.

Hard Work: There were no easy parts of the trip west. Some moments were almost impossibly **difficult**. The men's vision, commitment, and teamwork kept them together.

Teamwork: The men were a team to the end-and would have died for each other, if necessary. They were individually and collectively courageous. They maintained their integrity and that of our young nation throughout their journey.

<http://blog.pegasus.com/Leverage-Points-Blog/bid/28182/The-Courage-to-Explore-Lessons-from-the-Lewis-and-Clark-Expedition>

[Images for The Courage to Explore: Lessons from the Lewis and Clark Expedition](#) Some moments were almost impossibly difficult.



<http://www.thefederalistpapers.org/ebooks/the-lewis-and-clark-expedition>

[Images for Lewis and Clark Expedition](#)

The Road Less Traveled: A New Psychology of Love, Traditional Values and Spiritual Growth [M. Scott Peck]

“Life is difficult. This is a great truth, one of the greatest truths. It is a great truth because once we truly see this truth, we transcend it. Once we truly know that life is difficult - once we truly understand and accept it - then life is no longer difficult. Because once it is accepted, the fact that life is difficult no longer matters.” These thought-provoking words open *The Road Less Traveled* written almost 25 years ago by Scott Peck - then an unknown psychiatrist. It has gone on to become the second best-selling nonfiction book of all time after The Bible.

<http://www.gurteen.com/gurteen/gurteen.nsf/id/X0004D8CE/>

<http://www.amazon.com/Road-Less-Traveled-Anniversary-Edition/dp/0743243153>

https://www.goodreads.com/book/show/347852.The_Road_Less_Traveled

<https://www.barnesandnoble.com/w/the-road-less-traveled-timeless-edition-m-scott-peck/1120113496/#/>

<https://www.scribd.com/book/224252797/The-Road-Less-Traveled-A-New-Psychology-of-Love-Traditional-Values-and-Spiritual-Growth>

<http://www.st-marks.ca/index.php/component/booklibrary/95/view/55/Life/379/the-road-less-traveled-timeless-edition-a-new-psychology-of-love-traditional-values-and-spiritual-growth>

https://books.google.com/books/about/The_Road_Less_Traveled_25th_Anniversary.html?id=KNYvQxE466kC

https://books.google.com/books/about/The_Road_Less_Traveled.html?id=7cB2FHw950EC

<https://www.apnamba.com/Ebooks-pdf/The%20Road%20Less%20Traveled.pdf>

<http://www.enotes.com/road-less-traveled-salem/road-less-traveled>

<https://innerpicturestories.com/2017/01/road-less-traveled/>

<http://www.mscottpeck.com/html/scott-peck.html>

<https://www.youtube.com/watch?v=8YWsvpfUj48> The Road Less Travelled by Dr. M. Scott Peck - YouTube

<https://www.youtube.com/watch?v=oKZEErZ2kIY> The Road Less Travelled by Scott Peck Audiobook – YouTube

https://www.youtube.com/watch?v=0-jy_9XmPtk 14 Inspirational Quotes from M Scott Peck The Road Less Traveled – YouTube

https://www.youtube.com/watch?v=h_cuVMC7Ncl The Road Less Traveled by M. Scott Peck Animated Book Summary

[Images for The Road Less Traveled by M. Scott Peck – Animated Book Summary – YouTube](#)

<https://www.youtube.com/watch?v=FAGEAjCNbyk> life is difficult – YouTube

https://en.wikipedia.org/wiki/M._Scott_Peck

<https://www.amazon.com/M.-Scott-Peck/e/B000APXCQ4>

https://www.goodreads.com/author/show/3061.M_Scott_Peck

[Images for M. Scott Peck, author](#)

[Images for The Road Less Traveled: A New Psychology of Love, Traditional Values and Spiritual Growth \[M. Scott Peck\]](#)

[Images for “Life is difficult. This is a great truth, one of the greatest truths. It is a great truth because once we truly see this truth, we transcend it. Once we truly know that life is difficult - once we truly understand and accept it - then life is no longer difficult. Because once it is accepted, the fact that life is difficult no longer matters.”](#)

3 Hard But Powerful Truths about Likeability and Leadership - Carey Nieuwhof

Leadership is inherently **difficult** because it requires a leader to take people where they don't naturally want to go.

<https://careynieuwhof.com/3-hard-powerful-truths-likeability-leadership/>

[Images for 3 Hard But Powerful Truths about Likeability and Leadership - Carey Nieuwhof](#)

<https://careynieuwhof.com/5-healthy-ways-to-handle-a-difficult-volunteer/>

[Images for Carey Nieuwhof on leadership is difficult](#)

What Does the Bible Say About Difficult Times? - OpenBible.info

https://www.openbible.info/topics/difficult_times

https://www.openbible.info/topics/difficult_relationships

https://www.openbible.info/topics/dealing_with_difficult_people

[Images for bible and difficult](#)

Expect so as not to be surprised...

2) Expect rejection

Bible

Resources

The Man with the Withered Hand

³Again he entered the synagogue, and a man was there who had a withered hand. ²They watched him to see whether he would cure him on the sabbath, so that they might accuse him. ³And he said to the man who had the withered hand, "Come forward." ⁴Then he said to them, "Is it lawful to do good or to do harm on the sabbath, to save life or to kill?" But they were silent. ⁵He looked around at them with anger; he was grieved at their hardness of heart and said to the man, "Stretch out your hand." He stretched it out, and his hand was restored. ⁶The Pharisees went out and immediately conspired with the Herodians against him, how to destroy him.

oremus Bible Browser: [Mark 3:1- 3:6](#)

<http://bible.oremus.org/?passage=%20Mark+3%3A1-+3%3A6&version=nrsv>

[Images for Man with the Withered Hand](#)

Jesus and Beelzebul

and the crowd came together again, so that they could not even eat. When his family heard it, they went out to restrain him, for people were saying, "He has gone out of his mind." And the scribes who came down from Jerusalem said, "He has Beelzebul, and by the ruler of the demons he casts out demons." And he called them to him, and spoke to them in parables, "How can Satan cast out Satan? If a kingdom is divided against itself, that kingdom cannot stand. And if a house is divided against itself, that house will not be able to stand. And if Satan has risen up against himself and is divided, he cannot stand, but his end has come. But no one can enter a strong man's house and plunder his property without first tying up the strong man; then indeed the house can be plundered.

"Truly I tell you, people will be forgiven for their sins and whatever blasphemies they utter; but whoever blasphemes against the Holy Spirit can never have forgiveness, but is guilty of an eternal sin"— for they had said, "He has an unclean spirit."

oremus Bible Browser: [Mark 3:20-30](#)

<http://bible.oremus.org/?ql=131310206>

[Images for Jesus and Beelzebul](#)

The Rejection of Jesus at Nazareth

⁶He left that place and came to his hometown, and his disciples followed him. ²On the sabbath he began to teach in the synagogue, and many who heard him were astounded. They said, "Where did this man get all this? What is this wisdom that has been given to him? What deeds of power are being done by his hands! ³Is not this the carpenter, the son of Mary and brother of James and Joses and Judas and Simon, and are not his sisters here with us?" ⁴And they took offense at him. ⁴Then Jesus said to them, "Prophets are not without honor, except in their hometown, and among their own kin, and in their own house." ⁵And he could do no deed of power there, except that he laid his hands on a few sick people and cured them. ⁶And he was amazed at their unbelief.

Then he went about among the villages teaching.

oremus Bible Browser: [Mark 6:1-6a](#)

<http://bible.oremus.org/?passage=Mark%206:1-6a&version=nrsv>

[Images for Rejection of Jesus at Nazareth](#)

The Tradition of the Elders

Now when the Pharisees and some of the scribes who had come from Jerusalem gathered around him, ²they noticed that some of his disciples were eating with defiled hands, that is, without washing them. ³(For the Pharisees, and all the Jews, do not eat unless they thoroughly wash their hands, thus observing the tradition of the elders; ⁴and they do not eat anything from the market unless they wash it; and there are also many other traditions that they observe, the washing of cups, pots, and bronze kettles.) ⁵So the Pharisees and the scribes asked him, "Why do your disciples not live according to the tradition of the elders, but eat with defiled hands?" ⁶He said to them, "Isaiah prophesied rightly about you hypocrites, as it is written,

"This people honors me with their lips,

but their hearts are far from me;

⁷ in vain do they worship me,

teaching human precepts as doctrines."

⁸You abandon the commandment of God and hold to human tradition.'

⁹ Then he said to them, 'You have a fine way of rejecting the commandment of God in order to keep your tradition! ¹⁰For Moses said, "Honor your father and your mother"; and, "Whoever speaks evil of father or mother must surely die." ¹¹But you say that if anyone tells father or mother, "Whatever support you might have had from me is Corban" (that is, an offering to

God²)— ¹²then you no longer permit doing anything for a father or mother, ¹³thus making void the word of God through your tradition that you have handed on. And you do many things like this.’

[oremus Bible Browser: Mark 7:1-13](#)

<http://bible.oremus.org/?passage=Mark+7:1-13>

[Images for Tradition of the Christian Elders](#)

The Demand for a Sign

¹¹ **The Pharisees came and began to argue with him**, asking him for a sign from heaven, to test him. ¹²And he sighed deeply in his spirit and said, ‘Why does this generation ask for a sign? Truly I tell you, no sign will be given to this generation.’ ¹³And he left them, and getting into the boat again, he went across to the other side.

[oremus Bible Browser: mark 8:11-13](#)

<http://bible.oremus.org/?passage=mark+8%3A11-13&vnum=yes&version=nrsvae>

[Images for Demand for a Sign from Jesus](#)

A Third Time Jesus Foretells His Death and Resurrection

³² They were on the road, going up to Jerusalem, and Jesus was walking ahead of them; they were amazed, and those who followed were afraid. He took the twelve aside again and began to tell them what was to happen to him, ³³saying, ‘See, we are going up to Jerusalem, and **the Son of Man will be handed over to the chief priests and the scribes, and they will condemn him to death; then they will hand him over to the Gentiles; ³⁴they will mock him, and spit upon him, and flog him, and kill him; and after three days he will rise again.**’

[oremus Bible Browser: Mark 10:32-34](#)

<http://bible.oremus.org/?passage=%20Mark+10%3A32-34>

[Images for Third Time Jesus Foretells His Death and Resurrection](#)

Jesus Cleanses the Temple

¹⁵Then they came to Jerusalem. And he entered the temple and began to drive out those who were selling and those who were buying in the temple, and he overturned the tables of the money changers and the seats of those who sold doves; ¹⁶and he would not allow anyone to carry anything through the temple. ¹⁷He was teaching and saying, ‘Is it not written, ‘My house shall be called a house of prayer for all the nations?’ But you have made it a den of robbers.’

¹⁸**And when the chief priests and the scribes heard it, they kept looking for a way to kill him;** for they were afraid of him, because the whole crowd was spellbound by his teaching. ¹⁹And when evening came, Jesus and his disciples went out of the city.

[oremus Bible Browser: Mark 11:15-19](#)

<http://bible.oremus.org/?passage=Mark+11:15-19&vnum=yes&version=nrsv>

[Images for Jesus Cleanses the Temple](#)

Jesus' Authority is Questioned

Again, they came to Jerusalem. As he was walking in the temple, the chief priests, the scribes, and the elders came to him and said, ‘By what authority are you doing these things? Who gave you this authority to do them?’ Jesus said to them, ‘I will ask you one question; answer me, and I will tell you by what authority I do these things. Did the baptism of John come from heaven, or was it of human origin? Answer me.’ They argued with one another, ‘If we say, ‘From heaven,’ he will say, ‘Why then did you not believe him?’ But shall we say, ‘Of human origin?’ —they were afraid of the crowd, for all regarded John as truly a prophet. So, they answered Jesus, ‘We do not know.’ And Jesus said to them, ‘Neither will I tell you by what authority I am doing these things.’

[oremus Bible Browser: Mark 11:27-33](#)

<http://bible.oremus.org/?ql=178873115>

[Images for Jesus' Authority is Questioned](#)

The Parable of the Wicked Tenants

¹²Then he began to speak to them in parables. ‘A man planted a vineyard, put a fence around it, dug a pit for the wine press, and built a watch-tower; then he leased it to tenants and went to another country. ²When the season came, he sent a slave to the tenants to collect from them his share of the produce of the vineyard. ³But they seized him, and beat him, and sent him away empty-handed. ⁴And again he sent another slave to them; this one they beat over the head and insulted. ⁵Then he sent another, and that one they killed. And so, it was with many others; some they beat, and others they killed. ⁶He had still one other, a beloved son. Finally, he sent him to them, saying, ‘They will respect my son.’ ⁷But those tenants said to one another, ‘This is the heir; come, let us kill him, and the inheritance will be ours.’ ⁸So they seized him, killed him, and threw him out of the vineyard. ⁹What then will the owner of the vineyard do? He will come and destroy the tenants and give the vineyard to others. ¹⁰Have you not read this scripture:

‘The stone that the builders rejected
has become the cornerstone;’

¹¹ this was the Lord's doing,
and it is amazing in our eyes"?"

¹² When they realized that he had told this parable against them, **they wanted to arrest him**, but they feared the crowd. So, they left him and went away.

oremus Bible Browser: [Mark 12:1-12](#)

<http://bible.oremus.org/?passage=Mark+12:1-12>

[Images for Parable of the Wicked Tenants](#)

Persecution Foretold

⁹ 'As for yourselves, **beware; for they will hand you over to councils; and you will be beaten in synagogues**; and you will stand before governors and kings because of me, as a testimony to them. ¹⁰And the good news must first be proclaimed to all nations. ¹¹When they bring you to trial and hand you over, do not worry beforehand about what you are to say; but say whatever is given you at that time, for it is not you who speak, but the Holy Spirit. ¹²Brother will betray brother to death, and a father his child, and children will rise against parents and have them put to death; ¹³and you will be hated by all because of my name. But the one who endures to the end will be saved.

oremus Bible Browser: [Mark 13:9-13](#)

<http://bible.oremus.org/?passage=Mark+13:9-13>

[Images for Christian Persecution Foretold](#)

The Plot to Kill Jesus

¹⁴It was two days before the Passover and the festival of Unleavened Bread. **The chief priests and the scribes were looking for a way to arrest Jesus by stealth and kill him**; ²for they said, "Not during the festival, or there may be a riot among the people."

oremus Bible Browser: [Mark 14:1-2](#)

<http://bible.oremus.org/?passage=Mark+14%3A1-2&vnum=yes&version=nrsv>

[Images for Plot to Kill Jesus](#)

Jesus before the Council

⁵³They took Jesus to the high priest; and all the chief priests, the elders, and the scribes were assembled. ⁵⁴Peter had followed him at a distance, right into the courtyard of the high priest; and he was sitting with the guards, warming himself at the fire. ⁵⁵Now the chief priests and the whole council were looking for testimony against Jesus to put him to death; but they found none. ⁵⁶For many gave false testimony against him, and their testimony did not agree. ⁵⁷Some stood up and gave false testimony against him, saying, ⁵⁸"We heard him say, 'I will destroy this temple that is made with hands, and in three days I will build another, not made with hands.'" ⁵⁹But even on this point their testimony did not agree. ⁶⁰Then the high priest stood up before them and asked Jesus, "Have you no answer? What is it that they testify against you?" ⁶¹But he was silent and did not answer. Again, the high priest asked him, "Are you the Messiah, the Son of the Blessed One?" ⁶²Jesus said, "I am; and 'you will see the Son of Man seated at the right hand of the Power,' and 'coming with the clouds of heaven.'" ⁶³Then the high priest tore his clothes and said, "Why do we still need witnesses? ⁶⁴You have heard his blasphemy! What is your decision?" **All of them condemned him as deserving death. ⁶⁵Some began to spit on him, to blindfold him, and to strike him, saying to him, "Prophesy!"** The guards also took him over and beat him.

oremus Bible Browser: [Mark 14:53-65](#)

<http://bible.oremus.org/?ql=215080161>

[Images for Jesus before the Council](#)

Jesus before Pilate

As soon as it was morning, the chief priests held a consultation with the elders and scribes and the whole council. They bound Jesus, led him away, and handed him over to Pilate. Pilate asked him, 'Are you the King of the Jews?' He answered him, 'You say so.' **Then the chief priests accused him of many things.** Pilate asked him again, 'Have you no answer? See how many charges they bring against you.' But Jesus made no further reply, so that Pilate was amazed.

oremus Bible Browser: [Mark 15:1-5](#)

<http://bible.oremus.org/?ql=263228827>

[Images for Jesus before Pilate](#)

Pilate Hands Jesus over to Be Crucified

Now at the festival he used to release a prisoner for them, anyone for whom they asked. Now a man called Barabbas was in prison with the rebels who had committed murder during the insurrection. So the crowd came and began to ask Pilate to do for them according to his custom. Then he answered them, 'Do you want me to release for you the King of the Jews?' For he realized that it was out of jealousy that the chief priests had handed him over. But the chief priests stirred up the crowd to have him release Barabbas for them instead. Pilate spoke to them again, 'Then what do you wish me to do with the man you call the King of the Jews?' They shouted back, 'Crucify him!' Pilate asked them, 'Why, what evil has he done?' But they shouted all the

more, 'Crucify him!' So, Pilate, wishing to satisfy the crowd, released Barabbas for them; and after flogging Jesus, he handed him over to be crucified.

oremus Bible Browser: [Mark 15:6 -15](http://bible.oremus.org/?ql=263228827)

<http://bible.oremus.org/?ql=263228827>

[Images for Pilate Hands Jesus over to Be Crucified](#)

The Soldiers Mock Jesus

¹⁶Then the soldiers led him into the courtyard of the palace (that is, the governor's headquarters); and they called together the whole cohort. ¹⁷And they clothed him in a purple cloak; and after twisting some thorns into a crown, they put it on him. ¹⁸And they began saluting him, "Hail, King of the Jews!" ¹⁹They struck his head with a reed, spat upon him, and knelt down in homage to him. ²⁰After mocking him, they stripped him of the purple cloak and put his own clothes on him. Then they led him out to crucify him.

oremus Bible Browser: [Mark 15:16-20](http://bible.oremus.org/?passage=Mark+15%3A16-20&vnum=yes&version=nrsv)

<http://bible.oremus.org/?passage=Mark+15%3A16-20&vnum=yes&version=nrsv>

[Images for Soldiers Mock Jesus](#)

The Crucifixion of Jesus

²¹They compelled a passer-by, who was coming in from the country, to carry his cross; it was Simon of Cyrene, the father of Alexander and Rufus. ²²Then they brought Jesus to the place called Golgotha (which means the place of a skull). ²³And they offered him wine mixed with myrrh; but he did not take it. ²⁴And they crucified him, and divided his clothes among them, casting lots to decide what each should take.

²⁵It was nine o'clock in the morning when they crucified him. ²⁶The inscription of the charge against him read, "The King of the Jews." ²⁷And with him they crucified two bandits, one on his right and one on his left. ²⁹Those who passed by derided him, shaking their heads and saying, "Aha! You who would destroy the temple and build it in three days, ³⁰save yourself, and come down from the cross!" ³¹In the same way the chief priests, along with the scribes, were also mocking him among themselves and saying, "He saved others; he cannot save himself. ³²Let the Messiah, the King of Israel, come down from the cross now, so that we may see and believe." Those who were crucified with him also taunted him.

oremus Bible Browser: [Mark 15:21-32](http://bible.oremus.org/?passage=Mark+15:21-32&vnum=yes&version=nrsv)

<http://bible.oremus.org/?passage=Mark+15:21-32&vnum=yes&version=nrsv>

[Images for Crucifixion of Jesus](#)

The Death of Jesus

When it was noon, darkness came over the whole land until three in the afternoon. At three o'clock Jesus cried out with a loud voice, "Eloi, Eloi, lema sabachthani?" which means, "My God, my God, why have you forsaken me?" When some of the bystanders heard it, they said, "Listen, he is calling for Elijah." And someone ran, filled a sponge with sour wine, put it on a stick, and gave it to him to drink, saying, "Wait, let us see whether Elijah will come to take him down." Then Jesus gave a loud cry and breathed his last. And the curtain of the temple was torn in two, from top to bottom. Now when the centurion, who stood facing him, saw that in this way he breathed his last, he said, "Truly this man was God's Son!"

There were also women looking on from a distance; among them were Mary Magdalene, and Mary the mother of James the younger and of Joses, and Salome. These used to follow him and provided for him when he was in Galilee; and there were many other women who had come up with him to Jerusalem.

oremus Bible Browser: [Mark 15:33 – 41](http://bible.oremus.org/?ql=201673891)

<http://bible.oremus.org/?ql=201673891>

[Images for Death of Jesus](#)

Other

Resources

[40 best Rejection Quotes images on Pinterest](#)

<https://www.pinterest.com/rieniedenner/rejection-quotes/>

[Images for Rejection Quotes on Pinterest](#)

<https://www.pinterest.com/barbara5104/lessons-on-rejection/>

<https://www.pinterest.com/zingawoo/rejection/>

<https://www.pinterest.com/srobe142/rejection/>

<https://www.pinterest.com/debraparsons4/quotes-rejection/>

<https://www.pinterest.com/elizabethheugel/the-pain-of-rejection/>

<https://www.pinterest.com/litrejections/rejection/>

<https://www.pinterest.com/hummingbird6969/rejection/>

<https://www.pinterest.com/buffy23228/rejection/>

<https://www.pinterest.com/RevMgBlackstock/abandonment-rejection/>

<https://www.pinterest.com/gmelissa3083/motivation-and-rejection/>

<https://www.pinterest.com/clintgriffin1/handling-rejection/>

<https://www.pinterest.com/stevensoloway/rejection-letters/>

<https://www.pinterest.com/clintgriffin1/handling-rejection/>

<https://www.pinterest.com/crisisconnect/coping-with-ostracism-and-rejection-crisis-connect/>

<https://www.pinterest.com/tagmeinpodcast/ep16-rejection-how-to-deal-with-it/>
<https://www.pinterest.com/mscottvogel/the-rejection-collection/>
Images for rejection on pinterest

Rejection Quotes - BrainyQuote

<https://www.brainyquote.com/topics/rejection>
Images for rejection quotes

www.wiseoldsayings.com/rejection-quotes/

<https://www.goodreads.com/quotes/tag/rejection>

<https://www.thedailymind.com/motivation-inspiration/inspiring-rejection-quotes/>

<https://everydaypowerblog.com/rejection-quotes/>

https://www.coolnsmart.com/rejection_quotes/

<https://inspiration.allwomenstalk.com/best-quotes-to-help-you-cope-with-rejection>

Images for quotes-to-help-you-cope-with-rejection

www.azquotes.com/quotes/topics/rejection.html

<http://www.adaliaconfidenceandsuccessblog.com/2014/04/06/33-quotes-to-help-entrepreneurs-handle-rejection/>

Images for quotes-to-help-entrepreneurs-handle-rejection

https://todayinsci.com/QuotationsCategories/R_Cat/Rejection-Quotations.htm

https://www.youtube.com/watch?v=3VKGnOL5_fk Quotes About Rejection - YouTube

<https://rejectlost.org/rejection-quotes/>

<http://www.famousquotes123.com/rejection-quotes.html>

The Marks of a Healthy Congregation - UUA

Prepared for UUA.org by Jone Johnson Lewis, reporter; Margy Levine Young, editor

Speaker: Peter L. Steinke

In answer to other questions about time, urgency, and those individuals who see the need for change early, Steinke noted that resistance and rejection are part of the process, and it's not possible to avoid misery.

Leaders will attract bullets.

A congregation has to ask whether the anxiety of those whose tendency is to nay-say (usually about 16%) is going to determine the congregation's future. And if one or a few have a vision and can find others with the same vision, they should begin to take action. If their vision's not accepted, they may not be re-elected – but that's the risk of leadership. He added that change missionaries need to mobilize change agents to foster the change; this has the advantage of delegating the anxiety and "sharing the bullets."

<http://www.uua.org/governance/leadership/uuu/2006/13113.shtml>

Images for resistance and rejection are part of the process, and it's not possible to avoid misery

The Ministry of Rejection

Rejection.

Sometimes it comes in the form of a "brush-off," other times by the unkind remark. Other times it may be more direct in the form of blame or slander. In some of its most intense forms, it may result in abandonment, desertion, public humiliation and/or physical harm. Whatever its form, one thing is constant. It almost always hurts. Rejection is not contained in any top ten listing of "Joys of the Ministry." But it is a real and frequent part of the ministry experience.

http://www.ministryhealth.net/mh_articles/297_ministry_rejection.html

Images for Ministry of Rejection

The Real Reason Most Leaders Don't Accomplish Anything Significant – Carey Nieuwhof

Fear shows up in many ways. Here are the 5 ways I experience fear almost every day:

1. Fear of rejection

<http://careynieuwhof.com/2014/05/significant/>

Images for The Real Reason Most Leaders Don't Accomplish Anything Significant – Carey Nieuwhof 1. Fear of rejection

<https://careynieuwhof.com/how-people-pleasing-crushes-your-leadership-potential/>

<https://careynieuwhof.com/you-cant-follow-fear-5-signs-fears-getting-the-best-of-you-as-a-leader/>

Images for carey nieuwhof (author)

The smaller church can abuse the pastor through isolation and rejection

Especially in rural areas, the smaller church can treat the pastor and his family as *outsiders*. While the people love the pastor and his family and even appreciate their ministry, the pastor and his family remain on the outside because they are from another community and background. People do not fully accept them. They love him as a pastor, but not as a person. They treat the family with respect and appreciation, but do not care for them as people who have pressures and struggles. As a result, the church sees them as objects for their use, rather than people to care for.

For example, in one church, the board expected the pastor to use his vacation when he attended a conference or took the teens on a day or overnight activity. Instead of caring for the pastor's emotional and spiritual needs by making sure he was taking vacation, they hastened him toward burnout.

When Sheep Attack: Dealing with Pastoral Abuse in the Smaller Church

http://enrichmentjournal.ag.org/200902/200902_066_Sheep_Attack.cfm

Images for pastor's emotional and spiritual needs

Three Questions and a Promise - Workingpreacher.org

Because this text, and Luke's whole gospel for that matter, isn't about Jews or Romans, it isn't about Nazarenes or Jerusalemites. No, it's about every race and nationality, about all the crowds of every time and place who, when they meet one who tells them the truth about themselves, will go to almost any length to silence the messenger. For from the prophets of Israel to our own prophet, Martin Luther King, Jr., it's not just the keepers of the dream that get **rejected**, beaten, and shot, but the tellers of the truth as well.

<https://www.workingpreacher.org/craft.aspx?post=1772>

Images for silence the messenger

What Does the Bible Say About Rejection? - OpenBible.info

<https://www.openbible.info/topics/rejection>

https://www.openbible.info/topics/overcoming_rejection

Images for bible and rejection

<https://www.biblestudytools.com/topical-verses/bible-verses-about-rejection/>

<https://www.gotquestions.org/overcome-rejection.html>

www.bibleinfo.com/en/topics/rejection

www.hopefortheheart.org/rejection/

<https://unlockingthebible.org/2016/03/dealing-with-rejection-through-the-gospel/>

Images for dealing-with-rejection-through-the-gospel

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Rejection/>

<https://www.thoughtco.com/bible-verses-on-rejection-712796>

<https://bible.org/seriespage/lesson-10-reality-rejection>

<https://www.whatchristianswanttoknow.com/how-to-handle-rejection-biblically/>

Images for handle-rejection-biblically

<http://blog.bible/bible-blog/entry/4-bible-verses-to-remind-you-of-gods-love-when-you-feel-rejected>

<http://pastorrick.com/devotional/english/fear-rejection-remember-you-re-acceptable-to-god>

<https://bible.knowing-jesus.com/topics/Rejection-of-christ>

<https://god.net/god/bible-topics/god-and-you/gods-answer-for-rejection-and-loneliness/>

Images for gods-answer-for-rejection-and-loneliness

<https://www.desiringgod.org/articles/rejected-by-men-even-our-friends>

www.bridgetothebible.com/What%20does%20Bible%20say/34%20Rejection.htm

<https://www.christiancrush.com/relationships/handling-rejection.html>

<https://bible.knowing-jesus.com/topics/Rejection-of-god,-results-of>

<https://www.joycemeyer.org/everydayanswers/ea-teachings/do-you-feel-rejected>

<https://www.crosswalk.com/faith/spiritual-life/how-to-transform-rejection-into-opportunity.html>

Images for spiritual-life/transform-rejection-into-opportunity

3) Expect resistance

Resources

Ask Alban: Dealing with Resistance - Alban Institute

Resistance appears when people are in different stages of understanding the need for and the details of a change.

<https://alban.org/archive/ask-alban-dealing-with-resistance/>

Images for Ask Alban: Dealing with Resistance

<https://alban.org/archive/changing-emotional-systems/>

Congregational Leadership in Anxious Times

The anxiety that spurs growth is survival anxiety, when you chose something new because survival itself is at stake. Tolerance for pain is needed by a leader. Recognize **resistance** is normal, don't take it personal.

http://rockhay.tripod.com/cohort/Congregational_Leadership_in_Anxious_Times.pdf

Page 8

Images for Tolerance for pain is needed by a leader. Recognize resistance is normal, don't take it personal.

Dangerous Calling: Confronting the Unique Challenges of Pastoral Ministry [Paul David Tripp]

After traveling the globe and speaking to thousands of churches worldwide, Paul David Tripp has discovered a serious problem within pastoral culture.

He is not only concerned about the spiritual life of the pastor, but also with the very community of people that trains him, calls him, relates to him, and restores him if necessary.

Dangerous Calling reveals the truth that the culture surrounding our pastors is spiritually unhealthy-an environment that actively **undermines** the wellbeing and efficacy of our church leaders and thus the entire church body.

Here is a book that both diagnoses and offers cures for issues that impact every member and church leader and gives solid strategies for fighting the all-important war that rages in our churches today.

<http://www.amazon.com/Dangerous-Calling-Confronting-Challenges-Pastoral/dp/1433535823>

<https://www.goodreads.com/book/show/14453237-dangerous-calling>

<https://www.christianbook.com/dangerous-calling-confronting-challenges-pastoral-ministry/paul-tripp/9781433541377/pd/541377>
https://books.google.com/books/about/Dangerous_Calling.html?id=7D5EmQEACAAJ
https://books.google.com/books/about/Dangerous_Calling.html?id=w3zroAEACAAJ
<http://www.paultripp.com/dangerous-calling>
http://www.paultripp.com/assets/1804/excerpt_dangerous_calling.pdf
<https://www.crossway.org/books/dangerous-calling-hcj/>
<http://www.cross-points.org/quote-and-video-summary-of-dangerous-calling-by-paul-david-tripp/>
<http://www.bridgehavencounseling.org/dangerous-calling-blog-series-summary/>
<http://themelios.thegospelcoalition.org/review/dangerous-calling-confronting-the-unique-challenges-of-pastoral-ministry>

As a pastor, you're stepping into the middle of a war zone. It's a war for the Gospel, but it's not primarily a war that you fight for your people. It's a war that is fought on the turf of your own heart. As Paul David Tripp explains, there are a set of temptations that are unique to, and intensified by, local church ministry.

<https://www.youtube.com/watch?v=qG-RqXxMLsk> Why Ministry is a Dangerous Calling | Paul David Tripp - YouTube
https://www.youtube.com/watch?v=Wb_pjWhKf-g 'Dangerous Calling: Confronting the Unique Challenges of Pastoral Ministry' by Paul David Tripp – YouTube

Images for 'Dangerous Calling: Confronting the Unique Challenges of Pastoral Ministry' by Paul David Tripp - YouTube

<http://www.bloggingtheologically.com/2012/10/23/book-review-dangerous-calling-by-paul-david-tripp/>

<http://www.wtsbooks.com/dangerous-calling-paul-david-tripp-9781433535826>

<https://www.amazon.com/Paul-David-Tripp/e/B001JOXMMY>

https://www.goodreads.com/author/show/123576.Paul_David_Tripp

Images for Paul David Tripp, author dangerous calling

Images for Dangerous Calling: Confronting the Unique Challenges of Pastoral Ministry [Paul David Tripp]

Daniel Berrigan's Birthday - Spirituality & Practice

Read [Apostle of Peace](#), edited by John Dear which contains 40 essays in honor of this Jesuit peace-maker and social activist.

Here this apostle of peace says: "If you want to follow Jesus, you better look good on wood."

<https://www.spiritualityandpractice.com/days/features.php?id=21092>

Images for Daniel Berrigan "If you want to follow Jesus, you better look good on wood."

https://en.wikipedia.org/wiki/Daniel_Berrigan

Five tips for: Managing resistance - Change Management

- 1) Do change management right the first time
- 2) Expect it
- 3) Address it formally
- 4) Identify the root causes
- 5) Engage the "right" resistance managers

<http://www.change-management.com/tutorial-5-tips-resistance.htm>

Images for Five tips for: Managing resistance - Change Management

Images for engage the "right" resistance managers

Friedman's Fables [Edwin H. Friedman]

Dr. Friedman has woven 24 illustrative tales that offer fresh perspectives on familiar human foibles and reflect the author's humor, pathos, and understanding. Friedman takes on **resistance** and other "demons" to show that neither insight, nor encouragement, nor intimidation can in themselves motivate an unmotivated person to change. These tales playfully demonstrate that new ideas, new questions, and imagination, more than accepted wisdom, provide each of us with the keys to overcoming stubborn emotional barriers and facilitating real change both in ourselves and others. Thought-provoking discussion questions for each fable are included. Sure to intrigue and inform, this book belongs in the resource library of public speakers, teachers, trainers, and clergy, as well as general readers.

<http://www.amazon.com/Friedmans-Fables-Edwin-H-Friedman/dp/0898624401>

http://www.goodreads.com/book/show/21334.Friedman_s_Fables

<http://www.lmpeacecenter.org/Books.html>

Images for Friedman's Fables [Edwin H. Friedman]

Lead like Moses: Dealing with Resistance – Margaret Marcuson

I have been writing about leadership and resistance lately, and Moses certainly faced plenty. In fact, there were three kinds of resistance he faced.

<http://margaretmarcuson.com/leadlikemoses/>

Images for Lead like Moses: Dealing with Resistance – Margaret Marcuson

Leadership Resiliency: Handling Stress, Uncertainty and Setbacks

Personal energy management. Manage your own **resistance**. "Show up," give your best and relinquish attachment to the outcome. Stay in the present. Exercise compassion for self and others.

Shifting your lenses. Take charge of how you think about adversity. Understand your beliefs about the situation and choose your response.

Sense of purpose. Develop a “personal why” that gives your life meaning. This helps you better face setbacks and challenges. Also, look for ways that crisis and adversity may connect to your larger life purpose.

<http://damemanagementstrategies.com/blog/?p=554>

[Images for Leadership Resilience: Handling Stress, Uncertainty and Setbacks. Manage your own resistance.](#)

17 Keys to Effective Interim Ministry

Don't take negative behavior personally; simply **expect** it and deflect it.

<http://www.transitionministriesgroup.com/author/justin-tull/>

[Images for expect criticism and deflect it](#)

The Annotated Luther, Volume 3: Church and Sacraments

Seventh, the holy Christian people are externally recognized by the holy possession of the sacred cross. **They must endure every misfortune and persecution, all kinds of trials and evil from the devil, the world, and the flesh (as the Lord's Prayer indicates) by inward sadness, timidity, fear, outward poverty, contempt, illness, and weakness, in order to become like their head, Christ.** And the only reason they must suffer is that they steadfastly adhere to Christ and God's word, enduring this for the sake of Christ, Matthew 5:11, “Bless are you when men persecute you on my account.”

<https://books.google.com/books?isbn=1451465092>

Page 430

[Images for Christian people must suffer steadfastly adhere to Christ and God's word](#)

<https://www.amazon.com/Martin-Luthers-Basic-Theological-Writings/dp/0800698835>

<http://www.internetmonk.com/archive/luther-on-the-marks-of-the-church>

Thriving through Ministry Conflict: A Parable on How Resistance Can Be Your Ally [James P. Osterhaus, Joseph M. Jurkowski, Todd A. Hahn]

Church conflict doesn't have to be an enemy that tears a congregation apart. By learning how to handle it wisely, pastors and church leaders can make resistance of their most valuable allies. Far from fearing conflict, leaders can turn it into a catalyst for positive change and a stronger, more united church.

Through the fictional story of a typical pastor embroiled in conflict, *Thriving through Ministry Conflict* shows how to handle and resolve conflict in a healthy way. By working through a series of response activities and discussion questions, the reader will gain powerful insights into the emotional dynamics of conflict. Here are the knowledge and tools that can help pastors and church leaders trade self-defeating responses to conflict for an empowering, constructive approach, gain a working command of key conflict survival principles; and cultivate the skills needed to effectively navigate the conflicts every ministry leader faces.

<https://www.amazon.com/Thriving-through-Ministry-Conflict-Resistance/dp/0310324661>

<http://www.goodreads.com/book/show/7499643-thriving-through-ministry-conflict>

<http://www.barnesandnoble.com/w/thriving-through-ministry-conflict-james-p-osterhaus/1111871012>

<https://books.google.com/books?isbn=0310864380>

https://books.google.com/books/about/Thriving_through_Ministry_Conflict.html?id=3jMmldJAOL0C

<https://books.google.com/books?id=3jMmldJAOL0C&printsec=copyright>

<http://www.lifeandleadership.com/book-summaries/osterhaus-thriving-through-ministry-conflict.html>

http://www.pastorswives.org/practical_help_for_ministers_wives/conflict

<https://www.amazon.com/James-P.-Osterhaus/e/B001IQW7SI>

https://www.goodreads.com/author/show/283507.James_P_Osterhaus

[Images for James P. Osterhaus, author](#)

<https://www.facebook.com/jim.osterhaus>

<https://www.tagconsulting.org/bios/joe-jurkowski/>

https://www.goodreads.com/author/show/283505.Joseph_M_Jurkowski

[Images for Joseph M. Jurkowski, author](#)

<https://www.amazon.com/Todd-Hahn/e/B001IQW7UQ>

https://www.goodreads.com/author/show/283506.Todd_A_Hahn

[Images for Todd A. Hahn, author](#)

[Images for Thriving through Ministry Conflict: A Parable on How Resistance Can Be Your Ally \[James P. Osterhaus, Joseph M. Jurkowski, Todd A. Hahn\]](#)

Welcoming Resistance: A Path to Faithful Ministry by William Chris Hobgood

Resistance can be a sign of vitality, high quality, and faithful life in a congregation. It can also be a learning opportunity for congregational leaders who recognize the value of hearing from those who resist ministry initiatives, inviting their input and listening to their response. So argues Chris Hobgood, based on his research in eight congregations growing in their practice of stewardship, evangelism, spiritual formation, and compassion.

Hobgood proposes a “continuum of interventions” that can be made by pastors and lay leaders. He also observes that the degree of resistance will intensify as the degree of change deepens but suggests that when we try to squelch resistance we threaten the congregation's very existence. While it may be tempting to believe that battles have been won when resistance is gone, it is in the give-and-take of change initiators and resisters interacting openly and with mutual respect that congregations become lively and richer places.

Congregational leaders will appreciate Hobgood's positive and pastoral approach to the resistance they encounter in their own faith communities and his concrete and practical suggestions for building more constructive relationships.

Foreword by Richard L. Hamm, General Minister and President of the Christian Church (Disciples of Christ).

<https://rowman.com/ISBN/9781566996914/Welcoming-Resistance-A-Path-to-Faithful-Ministry>
<https://www.amazon.com/Welcoming-Resistance-William-Chris-Hobgood/dp/1566992508>
<https://www.goodreads.com/book/show/4677672-welcoming-resistance>
<http://www.barnesandnoble.com/w/welcoming-resistance-william-chris-hobgood/1112695751>
<https://books.google.com/books?isbn=1566996910>
<http://www.ethicsdaily.com/welcoming-resistance-a-path-to-faithful-ministry-cms-278>
<http://books.telegraph.co.uk/Search/Search?Author=William%20Chris%20Hobgood>
<https://www.amazon.com/William-Chris-Hobgood/e/B001K8HEFU>
https://www.goodreads.com/author/show/1664412.William_Chris_Hobgood
[Images for William Chris Hobgood, author welcoming resistance](#)
[Images for Welcoming Resistance: A Path to Faithful Ministry by William Chris Hobgood](#)

What Does the Bible Say About Resistance? - OpenBible.info

<https://www.openbible.info/topics/resistance>
[Images for bible and resistance](#)
<https://bible.knowing-jesus.com/topics/Resistance>
<https://www.gotquestions.org/resistance-to-change.html>
<http://pastorrick.com/devotional/english/one-barrier-to-hearing-god-speak-is-resistance>
<https://bible.org/seriespage/4-spiritual-resistance-nehemiah-41-23>
[Images for spiritual-resistance-nehemiah-41-23](#)

4) Expect sabotage

Bible

Resources

Decision to Restore the Walls

Then I said to them, "You see the trouble we are in, how Jerusalem lies in ruins with its gates burned. Come, let us rebuild the wall of Jerusalem, so that we may no longer suffer disgrace." I told them that the hand of my God had been gracious upon me, and also the words that the king had spoken to me. Then they said, "Let us start building!" So, they committed themselves to the common good. **But when Sanballat the Horonite and Tobiah the Ammonite official, and Geshem the Arab heard of it, they mocked and ridiculed us, saying, "What is this that you are doing? Are you rebelling against the king?"** Then I replied to them, "The God of heaven is the one who will give us success, and we his servants are going to start building; but you have no share or claim or historic right in Jerusalem."

oremus Bible Browser: Nehemiah 2:17-20

<http://bible.oremus.org/?ql=190718614>

[Images for Decision to Restore the Walls of Jerusalem](#)

Hostile Plots Thwarted

Now when Sanballat heard that we were building the wall, he was angry and greatly enraged, and he mocked the Jews. He said in the presence of his associates and of the army of Samaria, "What are these feeble Jews doing? Will they restore things? Will they sacrifice? Will they finish it in a day? Will they revive the stones out of the heaps of rubbish—and burnt ones at that?" Tobiah the Ammonite was beside him, and he said, "That stone wall they are building—any fox going up on it would break it down!" Hear, O our God, for we are despised; turn their taunt back on their own heads and give them over as plunder in a land of captivity. Do not cover their guilt, and do not let their sin be blotted out from your sight; for they have hurled insults in the face of the builders.

So we rebuilt the wall, and all the wall was joined together to half its height; for the people had a mind to work.

But when Sanballat and Tobiah and the Arabs and the Ammonites and the Ashdodites heard that the repairing of the walls of Jerusalem was going forward and the gaps were beginning to be closed, they were very angry, and all plotted together to come and fight against Jerusalem and to cause confusion in it. So, we prayed to our God, and set a guard as a protection against them day and night.

But Judah said, "The strength of the burden-bearers is failing, and there is too much rubbish, so that we are unable to work on the wall." And our enemies said, "They will not know or see anything before we come upon them and kill them and stop the work." When the Jews who lived near them came, they said to us ten times, "From all the places where they live they will come up against us." So, in the lowest parts of the space behind the wall, in open places, I stationed the people according to their families, with their swords, their spears, and their bows. After I looked these things over, I stood up and said to the nobles and the officials and the rest of the people, "Do not be afraid of them. Remember the LORD, who is great and awesome, and fight for your kin, your sons, your daughters, your wives, and your homes."

When our enemies heard that their plot was known to us, and that God had frustrated it, we all returned to the wall, each to his work. From that day on, half of my servants worked on construction, and half held the spears, shields, bows, and body-armor; and the leaders posted themselves behind the whole house of Judah, who were building the wall. The burden-bearers carried their loads in such a way that each labored on the work with one hand and with the other held a weapon. And each of the builders had his sword strapped at his side while he built. The man who sounded the trumpet was beside me. And I said to the nobles, the officials, and the rest of the people, "The work is great and widely spread out, and we are separated far from one another on the wall. Rally to us wherever you hear the sound of the trumpet. Our God will fight for us."

So, we labored at the work, and half of them held the spears from break of dawn until the stars came out. I also said to the people at that time, 'Let every man and his servant pass the night inside Jerusalem, so that they may be a guard for us by night and may labor by day.' So, neither I nor my brothers nor my servants nor the men of the guard who followed me ever took off our clothes; each kept his weapon in his right hand.

[oremus Bible Browser: Nehemiah 4:1-18](#)

<http://bible.oremus.org/?ql=184772166>

[Images for Nehemiah Hostile Plots Thwarted](#)

The Wall Completed

Now when the wall had been built and I had set up the doors, and the gatekeepers, the singers, and the Levites had been appointed, ²I gave my brother Hanani charge over Jerusalem, along with Hananiah the commander of the citadel—for he was a faithful man and feared God more than many.

[Nehemiah 7:1-2 NRSV](#)

<https://www.biblegateway.com/passage/?search=Nehemiah+7%3A1-2&version=NRSV>

[Images for Nehemiah Wall Completed](#)

Other

Resources

[Alban Article on Covenants for Councils – Example Covenant](#)

Efforts to lead change are often defeated or sabotaged, not by open and honest disagreement, but by inappropriate, unhelpful, or indirect behaviors. Board members who do not say what they think while sitting at the board table but who hold their opinions only to express them freely in the parking lot after the meeting **sabotage** what can be done to reach agreement. Leaders who understand their role as a responsibility to fight for their own personal preferences or for the preferences of a subgroup in the congregation force discernment of the future into a win/lose proposition. Leaders who openly share their disagreement with board decisions only after the decision has been made undermine any effective leadership toward change.

<https://swmnelca.org/2012/09/16/alban-article-on-covenants-for-councils-example-covenant/>

[Images for covenants-for-congregation-councils-example-covenant](#)

<https://alban.org/archive/covenants-of-leadership-behavior/>

[Images for covenants-of-leadership-behavior](#)

[Applying Systems Thinking and Common Archetypes to Organizational Issues](#)

Exercise: "Support or **Sabotage**"

http://www.iseesystems.com/Online_Training/course/module6/6-10-3-2-supportex.htm

[Images for Applying Systems Thinking and Common Archetypes to Organizational Issues Exercise: "Support or Sabotage"](#)

http://rockhay.tripod.com/cohort/Congregational_Leadership_in_Anxious_Times.pdf

[Images for Congregational Leadership in Anxious Times](#)

[Becoming the Transformative Church: Beyond Sacred Cows, Fantasies, and Fears by Kay Collier McLaughlin](#)

Resistance to the work of the Qualified Interim and the Developmental Tasks of the Interim Period

Rectors in the interim, bishops, transition officers, Canons to the Ordinary, and wardens are often faced with this variety of "who made you the boss of me?" Unfortunately, the wards may be the ones asking the question! The **sabotage** is generally to the work of a strong, well-qualified interim, whose tasks are to ask hard questions requesting current practices, help manage change where needed, (including on the staff) and in general prepare a congregation for a new rector.

<https://books.google.com/books?isbn=0819228842>

[Images for Resistance to the work of the Qualified Interim Pastor and the Developmental Tasks of the Interim Period](#)

A call for new structure and ways of behaving as a church by an experienced church officer Foreword by Stacy Sauls Church-wide discussions continue about the emergent church, attracting young people, financial survival, corporate structure, relationships with the Anglican Communion, and other ongoing issues, while age-old behaviors and patterns continue to derail progress. This book offers concrete examples from a systems perspective as to how intentionality in leadership based on shared foundational theories has the potential to empower our church to be the transformative entity God called it to be.

Questions for reflection and discernment at the end of each chapter.

<https://www.amazon.com/Becoming-Transformative-Church-Beyond-Fantasies/dp/0819228834>

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<https://episcopalshoppe.com/becoming-the-transformative-church-beyond-sacred-cows-fantasies-and-fears/>

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<https://www.ecfvp.org/vestry-papers/article/546/getting-along-in-a-really-strange-big-family>
<https://www.whsmith.co.uk/products/becoming-the-transformative-church-beyond-sacred-cows-fantasies-and-fears/kay-collier-mclaughlin/stacy-sauls/paperback/9780819228833.html>
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<https://www.thriftbooks.com/a/kay-collier-mclaughlin/2725240/>
<https://www.facebook.com/kay.c.mclaughlin>
<https://www.amazon.com/Kay-Collier-McLaughlin/e/B00EA92G7W>
https://www.goodreads.com/author/show/7184992.Kay_Collier_McLaughlin
[Images for Kay Collier McLaughlin, author](#)
[Images for Becoming the Transformative Church: Beyond Sacred Cows, Fantasies, and Fears by Kay Collier McLaughlin](#)

Changing Emotional Systems » Alban at Duke Divinity School
Common Acts of **Sabotage** in Response to Crisis Intervention

[Alban at Duke Divinity School » Changing Emotional Systems](#)

<https://alban.org/archive/changing-emotional-systems/>
[Images for Common Acts of Sabotage in Response to Crisis Intervention](#)
<https://alban.org/category/conflict/>
<https://alban.org/about-alban/alban-weekly/>
<https://alban.org/alban-weekly-archive/>
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<http://www.elizabethpresbytery.org/Resource%20Center%20ON%20THE%20WEB/Alban%20Institute%20Resources%202012.pdf>
<https://alban.org/about-alban/congregations-magazine/>

Clergy Killers: Guidance for Pastors and Congregations under Attack by G. Lloyd Rediger (Author)

They don't just disagree or criticize, they insist on inflicting pain and damaging their targets. Their tactics include **sabotage**, subverting worthy causes, inciting others to do their dirty work, and causing victims to self-destruct. Page 9

http://books.google.com/books/about/Clergy_Killers.html?id=gYAFWibp_RwC
http://books.google.com/books?id=gYAFWibp_RwC&qtd=587e78d3&source=gbs_quotes_r&cad=6
<https://www.amazon.com/Clergy-Killers-Guidance-Pastors-Congregations/dp/0664257534>
<https://www.amazon.com/G.-Lloyd-Rediger/e/B0011OFCSW>
https://www.goodreads.com/author/show/257002.G_Lloyd_Rediger
[Images for G. Lloyd Rediger \(Author\)](#)
[Images for Clergy Killers: Guidance for Pastors and Congregations under Attack by G. Lloyd Rediger \(Author\)](#)

Congregational Leadership in Anxious Times

13. The **sabotage** of a process to deal with conflict should be expected. The usual saboteurs will be those who are losing control or not getting what they want from the process. Page 11

http://rockhay.tripod.com/cohort/Congregational_Leadership_in_Anxious_Times.pdf
[Images for sabotage of a process to deal with conflict](#)

Leadership and Sabotage | Your Pastor

Self-differentiated leadership always triggers sabotage which is a systemic part of leadership-so that a leader can never assume success merely because he or she had brought change. It is only after having first brought about change and then subsequently endured the resultant sabotage that the leader can feel truly successful. When the sabotage comes, this is the moment when the leader is most likely to experience a failure of nerve and seek a quick fix.

<http://rhyllton.blogspot.com/2012/10/leadership-and-sabotage.html>
[Images for Leadership and Sabotage | Your Pastor](#)
<http://www.amazon.com/Strengthening-Soul-Your-Leadership-Crucible/dp/083083513X>
[Images for Strengthening-Soul-Your-Leadership-Crucible](#)

Sabotage Quotes - BrainyQuote

<https://www.brainyquote.com/topics/sabotage>
[Images for sabotage quotes](#)
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<http://quotes.yourdictionary.com/sabotage>
<http://thinkexist.com/quotes/with/keyword/sabotage/>
www.businessinsider.com/oss-manual-sabotage-productivity-2015-11

Sabotage - Wikipedia

Sabotage is a deliberate action aimed at weakening a polity or corporation through subversion, obstruction, disruption or destruction. In a workplace setting, sabotage is the conscious withdrawal of efficiency generally directed at causing some change in workplace conditions.

<https://en.wikipedia.org/wiki/Sabotage>
[Images for relational sabotage](#)

Simple Sabotage: A Modern Field Manual for Detecting and Rooting Out Everyday Behaviors That Undermine Your Workplace by Robert M. Galford, Bob Frisch, Cary Greene, Robert Frisch

Inspired by the *Simple Sabotage Field Manual* released by the Office of Strategic Services in 1944 to train European resistors, this is the essential handbook to help stamp out unintentional sabotage in any working group, from major corporations to volunteer PTA committees.

In 1944, the Office of Strategic Services (OSS)—the predecessor of today's CIA—issued the *Simple Sabotage Field Manual* that detailed sabotage techniques designed to demoralize the enemy. One section focused on eight incredibly subtle—and devastatingly destructive—tactics for sabotaging the decision-making processes of organizations. While the manual was written decades ago, these sabotage tactics thrive undetected in organizations today:

Insist on doing everything through channels. Make speeches. Talk as frequently as possible and at great length. Refer all matters to committees. Bring up irrelevant issues as frequently as possible. Haggle over precise wordings of communications. Refer back to matters already decided upon and attempt to question the advisability of that decision. Advocate caution and urge fellow-conferees to avoid haste that might result in embarrassments or difficulties later on. Be worried about the propriety of any decision.

Everyone has been faced with someone who has used these tactics, even when they have meant well. Filled with proven strategies and techniques, this brief, clever book outlines the counter-sabotage measures to detect and reduce the impact of these eight classic sabotage tactics to improve productivity, spur creativity, and engender better collegial relationships.

<https://www.amazon.com/Simple-Sabotage-Detecting-Behaviors-Undermine/dp/0062371606>
<http://www.goodreads.com/book/show/24515554-simple-sabotage>
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<https://www.harpercollins.com/9780062371614/simple-sabotage>
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<http://fortune.com/2015/09/30/workplace-bureaucracy-simple-sabotage/>
<https://booktrib.com/2015/10/these-wwii-resistance-techniques-act-as-modern-day-sabotage-in-the-workplace/>
<http://www.thedailybeast.com/articles/2015/10/17/who-moved-your-cheese-blame-the-oss>
<https://hbr.org/2016/02/why-decisions-get-second-guessed-and-what-to-do-about-it>
<http://changethis.com/manifesto/show/134.03.SimpleSabotage>
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<http://bobmorris.biz/simple-sabotage-a-book-review-by-bob-morris>
<https://www.getabstract.com/en/summary/leadership-and-management/simple-sabotage/25536>
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[Images for Robert Frisch, author simple sabotage](#)
[Images for Simple Sabotage: A Modern Field Manual for Detecting and Rooting Out Everyday Behaviors That Undermine Your Workplace by Robert M. Galford, Bob Frisch, Cary Greene, Robert Frisch](#)

The Edwin Friedman Model of Family Systems Thinking:

Persisting in the Face of Sabotage

Page 8

<https://scholars.fhsu.edu/cgi/viewcontent.cgi?article=1115&context=alj>
[Images for The Edwin Friedman Model of Family Systems Thinking: Persisting in the Face of Sabotage](#)
<http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.508.8498&rep=rep1&type=pdf>

Page 13

The Fascinating Power of Homeostasis

One phenomena of the power of homeostasis is that whenever a leader attempts to bring about change he or she will most certainly encounter sabotage. While we can find some comfort in the notion that reactivity is unimaginative, and therefore predictable, sabotage has a thousand faces. The fun thing about sabotage (if one can be non-reactive about it) is that while we can expect it, we will always be surprised at the form it takes.

Perspectives on Congregational Leadership

<http://perspectivesiq.blogspot.com/2014/02/the-fascinating-power-of-homeostasis.html>

Images for encounter sabotage

<http://perspectivesig.blogspot.com/2010/03/homeostasis-finds-way.html>

<http://perspectivesig.blogspot.com/2010/12/thoughts-on-change.html>

The Subtle Art of Sabotaging a Pastor / Desiring God

The reports of your progress warm my blackened heart. When you were assigned to one of the Enemy's ministers ten years ago, his infernal Majesty and I knew you'd have a rough go of it. The zeal of one new to the pastorate can be a daunting challenge to even the most cunning of our comrades, but we also believed that time breeds all wounds and that your task would become easier the longer your patient remained. You now prosper from that sweet spot of pastoral fatigue and assimilation. The shine of newness is gone. And up pop the cracks in the ministerial armor.

<http://www.desiringgod.org/blog/posts/the-subtle-art-of-sabotaging-a-pastor>

Images for The Subtle Art of Sabotaging a Pastor | Desiring God

What Does the Bible Say About Sabotage? - OpenBible.info

<https://www.openbible.info/topics/sabotage>

Images for bible and sabotage

<https://newspring.cc/devotionals/dealing-with-spiritual-sabotage>

<https://www.bibletools.org/index.cfm/fuseaction/Topical.show/RTD/cgg/ID/16488/Sabotage.htm>

<https://www.biblegateway.com/passage/?search=Proverbs+15%3A32-33&version=VOICE>

5) Expect criticism

Resources

Are you avoiding someone at church? | The Christian Century

Here are three suggestions for relating to those who you want to avoid:

1. Don't take their so-called resistance or **criticism** too seriously. Edwin Friedman used to call criticism a form of pursuit – if people are critical of you, it's because they want to get close to you.

<http://www.christiancentury.org/blogs/archive/2012-11/are-you-avoiding-someone-church>

Images for Don't take their so-called resistance or criticism too seriously

Images for Edwin Friedman used to call criticism a form of pursuit

<http://www.christiancentury.org/article/2008-07/high-anxiety>

Criticism Quotes - BrainyQuote

<https://www.brainyquote.com/topics/criticism>

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www.wiseoldsayings.com/criticism-quotes/

<http://www.refreshleadership.com/index.php/2014/05/10-great-quotes-responding-criticism/>

Images for quotes-responding-criticism

<https://everydaypowerblog.com/criticism-quotes/>

<http://itsallyouboo.com/50-quotes-about-being-criticized-and-how-to-handle-it/>

Images for quotes-about-being-criticized-and-how-to-handle-it

<https://www.forbes.com/quotes/theme/criticism/>

https://www.coolnsmart.com/criticism_quotes/

<https://www.successories.com/quote/category/768/critics-and-criticism-quotes/1>

www.quotationcollection.com/tag/criticism/quotes

<https://www.themuse.com/advice/17-encouraging-quotes-thatll-make-you-forget-the-critics-and-believe-in-yourself>

Images for encouraging-quotes-thatll-make-you-forget-the-critics

5 Much Healthier Ways to Tackle Your Critics – Carey Nieuwhof

So how do you handle the critics without losing your mind, your temper or getting so discouraged that you pack it in?

<http://careynieuwhof.com/2015/12/5-much-healthier-ways-to-tackle-your-critics/>

Images for 5 Much Healthier Ways to Tackle Your Critics – Carey Nieuwhof

<http://careynieuwhof.com/2015/10/how-to-skillfully-navigate-that-critical-conversation-you-dont-know-how-to-have/>

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<http://careynieuwhof.com/2013/11/5-ways-people-pleasing-undermines-your-leadership/>

<http://careynieuwhof.com/2013/03/5-strategies-to-help-you-handle-criticism-like-a-pro/>

<https://careynieuwhof.com/critics-will-win-let-3-lessons-church-leaders-canadas-lovehate-relationship-target/>

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<https://careynieuwhof.com/5-things-that-can-make-you-feel-like-youre-leading-when-you-arent/> #4
<https://careynieuwhof.com/7-things-that-get-harder-as-your-church-grows/> #7
<http://careynieuwhof.com/2014/05/significant/>
<https://churchleaders.com/pastors/pastor-articles/301391-strategic-leaders-will-criticized-carey-nieuwhof.html>
<https://www.amazon.com/Carey-Nieuwhof/e/B003GJCLCM>
<http://www.goodreads.com/book/show/17310924-leading-change-without-losing-it>
<http://www.lastingimpactbook.com/>
Images for carey nieuwhof (author)

5 Productive Ways to Respond to Criticism | Fast Company

Here's how to make an uncomfortable situation a win/win for both parties involved.

<http://www.fastcompany.com/3025204/how-to-be-a-success-at-everything/5-productive-ways-to-respond-to-criticism>
Images for 5 Productive Ways to Respond to Criticism | Fast Company
<https://www.monster.com/career-advice/article/constructive-criticism-0817> The Right Way To Respond To Constructive Criticism
<https://tonyaleigh.com/12-elegant-responses-to-criticism-and-a-coco-film/>

Help! I'm a Pastor!: A Guide to Parish Ministry. Richard Stoll Armstrong, Kirk Walker Morledge

Negative **criticism** can come crashing into your ministry when you least expect it, and from the people you least expected.

<https://books.google.com/books?isbn=066422895X> Page 25
Images for Negative criticism can come crashing into your ministry when you least expect it, and from the people you least expected.
<https://www.amazon.com/Help-Im-Pastor-Parish-Ministry/dp/066422895X>
<https://www.pcusastore.com/Products/066422895X/help-im-a-pastor.aspx>
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<https://www.amazon.com/Richard-Stoll-Armstrong/e/B001HO6VBU>
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Images for Richard Stoll Armstrong, author
<http://www.myfpc.org/content/kirk-morledge>
Images for Kirk Walker Morledge, author
Images for Help! I'm a Pastor!: A Guide to Parish Ministry. Richard Stoll Armstrong, Kirk Walker Morledge

How Does a Pastor Deal with Criticism - Pastoral Care, Inc.

It is very difficult for any person to deal with criticism or be around critical people. As pastors, you endeavor to help everyone and perhaps wish to please most people. But, in reality, there is no way to please everyone, especially if you are encouraging them to change things in their life. Many of the criticisms found in the church do not line up with the mission of the church. How does a pastor deal with these and how can a pastor best discern whether criticism is legitimate?

www.pastoralcareinc.com/resources/how-to-deal-with-criticism/
Images for How Does a Pastor Deal with Criticism - Pastoral Care, Inc.
<http://www.lifehack.org/articles/featured/7-effective-ways-to-deal-with-criticism.html>
<https://tinybuddha.com/blog/how-to-deal-with-criticism-well-25-reasons-to-embrace-it/>
<https://www.skillsyouneed.com/ips/dealing-with-criticism.html>
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<https://www.techrepublic.com/blog/10-things/10-steps-for-dealing-with-criticism/>
<https://www.artistsnetwork.com/art-inspiration/how-to-deal-with-criticism/>
<https://ckscience.co.uk/candidate/career-zone/work-place-advice/5-ways-to-deal-with-criticism-at-work/>
<http://www.cvtips.com/interview/interview-questions-and-answers-how-do-you-deal-with-criticism.html>
<http://time.com/4268005/successful-people-respond-criticism/> How Successful People Deal with Criticism | Time
Images for Successful People Deal with Criticism
<https://www.entrepreneur.com/article/293820> How the Most Successful Leaders Deal with Criticism - Entrepreneur
<https://www.mindtools.com/pages/article/UnfairCriticism.htm> Dealing With Unfair Criticism - Communications Skills from Mind Tools

How to Deal With Criticism: 15 Steps (with Pictures) - wikiHow

Criticism is never fun, whether it's coming from a well-meaning English teacher or from your arch frenemy. If the criticism is meant to be constructive, then you can use it to become a more well-rounded person. And if it's only meant to harm you, then you can work on shaking it off like a bad habit. So how do you deal with it? Read these steps to find out.

<https://www.wikihow.com/Deal-With-Criticism>
Images for How to Deal With Criticism: 15 Steps (with Pictures) - wikiHow
<https://www.wikihow.com/Accept-Criticism>
<https://www.wikihow.com/Accept-Criticism-While-at-Work>

How to Deal with Criticism - ThomRainer.com

The seven tips we discuss about how to deal with criticism are:

<http://thomrainer.com/2015/10/how-to-deal-with-criticism-rainer-on-leadership-classic-episode/>

Images for Deal with Criticism - Thom Rainer

<http://thomrainer.com/2012/09/five-types-of-critics-in-the-church/>
<http://ceruleansanctum.com/2012/10/a-response-to-five-types-of-critics-in-the-church.html>
<https://baptistcourier.com/2013/10/when-people-criticize-church-leadership/>
<https://ericgeiger.com/2015/08/five-signs-it-is-time-to-give-up-with-a-critic/#.Vcng2hNViko>
<https://ericgeiger.com/2016/04/five-necessary-character-traits-for-handling-criticism-well/>
<http://thomrainer.com/2016/03/10-common-frustrations-of-pastors-rainer-on-leadership-204/>
<http://thomrainer.com/2016/04/how-to-deal-with-social-media-criticism-of-your-church/>
<http://visionroom.com/tag/thom-rainer/>
<http://thomrainer.com/2012/12/the-top-seven-regrets-of-pastors/> #2
<http://thomrainer.com/2016/04/how-to-deal-with-social-media-criticism-of-your-church/>
<http://thomrainer.com/2013/11/how-to-respond-to-criticism-rainer-on-leadership-031/>
<http://thomrainer.com/2014/09/ten-traits-pastors-healthy-long-term-tenure/>
<http://thomrainer.com/2013/03/ten-things-pastors-wish-they-knew-before-they-became-pastors/>
<http://thomrainer.com/2013/01/ten-things-church-members-desire-in-a-pastor/>
<http://thomrainer.com/2013/10/seven-ways-pastors-and-others-can-develop-thicker-skin/>
<http://www.lifeway.com/pastors/2015/02/17/9-thoughts-on-receiving-and-responding-to-criticism/>
<http://thomrainer.com/whomovedmypulpit/>
<http://thomrainer.com/2016/07/five-things-pray-will-not-senior-adult-church/> #5
<http://thomrainer.com/2014/11/five-reasons-thankful-critics/>
<http://thomrainer.com/2014/10/eight-causes-pastoral-ministry-slump/> #2
<http://thomrainer.com/2014/03/when-not-to-respond-to-critics-rainer-on-leadership-045/>
<https://www.sermoncentral.com/pastors-preaching-articles/sermoncentral--thom-rainer-when-not-to-respond-to-your-critics-1840>
<https://www.sermoncentral.com/pastors-preaching-articles/thom-rainer-thom-rainer-when-not-to-respond-to-your-critics-1840>
<http://thomrainer.com/2013/09/eight-areas-ministers-are-unprepared-for-ministry-rainer-on-leadership-023/> #3
<http://thomrainer.com/2013/09/thirty-things-ive-learned-in-thirty-years-of-ministry/> #4
<http://thomrainer.com/2017/07/top-ten-surprises-new-pastors/> #6
<http://thomrainer.com/2013/08/a-note-to-those-who-criticize-me/>
<http://thomrainer.com/2011/06/the-positive-side-of-receiving-criticism/>
<http://thomrainer.com/2013/08/five-different-ways-leaders-respond-to-anonymous-critical-letters/>
<http://thomrainer.com/2012/07/how-leaders-respond-to-written-criticisms/>
<http://thomrainer.com/2012/09/five-types-of-critics-in-the-church/>
<http://thomrainer.com/2011/03/seven-leadership-lessons-learned-from-critics/>
<http://thomrainer.com/2011/01/responding-to-the-great-distraction/>
<http://thomrainer.com/2017/08/ten-tough-pieces-advice-pastors-trouble-receiving/> #2, 6
<http://thomrainer.com/2017/04/seven-ways-deal-gnats-ministry/>
<http://thomrainer.com/2017/05/five-steps-respond-hurtful-hateful-email/>
<http://thomrainer.com/2017/10/nine-common-types-church-cowards/> #5
<http://www.churchleaders.com/pastors/pastor-how-to/176672-thom-rainer-you-want-a-long-tenure-as-pastor-thom-rainer-has-10-traits-you-can-t-ignore.html> #7
<https://www.amazon.com/Thom-S.-Rainer/e/B001IGLMVG>
https://www.goodreads.com/author/show/27470.Thom_S_Rainer
Images for thom rainer (author)

How to deal with criticism - YouTube

We all deal with critical people and have to battle criticism. Learn useful strategies for dealing with difficult people who judge you and your work. The best way to receive negative feedback well is to follow these steps. Dealing with criticism positively is an important life skill. At some point in your life you will be criticised, perhaps in a professional way. Sometimes it will be difficult to accept – but that all depends on your reaction.

<https://www.youtube.com/watch?v=V9S79QhcAEI>
<https://www.youtube.com/watch?v=58NFbRTb6sk> How to Deal with Criticism – YouTube
<https://www.youtube.com/watch?v=5c6Sp9d5Xyc> How To Deal With Criticism! - YouTube
<https://www.youtube.com/watch?v=DABrfkSzFpY> How To Deal With Criticism - YouTube
<https://www.youtube.com/watch?v=uAYDG14JpPs> How to Deal With Criticism | Marisa Peer - YouTube
<https://www.youtube.com/watch?v=qomKcTgghco> How To Deal With Criticism | 10 Tips To Handle Haters | Defuse Negativity
<https://www.youtube.com/watch?v=HyEc1K3DGFw> How to deal with criticism from negative or toxic people – YouTube
<https://www.youtube.com/watch?v=QUoLxlm8-Yc> 3 Ways To Deal With Criticism - YouTube
<https://www.youtube.com/watch?v=0xQBfPp7Pfk> 4 Tips on How to Deal with Criticism like a Boss – YouTube
Images for Deal with Criticism – YouTube
<https://www.youtube.com/watch?v=d7RaA2TVtnQ> Dealing with Criticism - YouTube
<https://www.youtube.com/watch?v=olNoO2S7hrE> Dealing with Criticism – YouTube
<https://www.youtube.com/watch?v=MfBT0EiTXgY> Dealing With Criticism - YouTube
<https://www.youtube.com/watch?v=YwSU72bLEJc> 4 Keys To Dealing With Criticism – YouTube
Images for Dealing with Criticism – YouTube

How to Deal With Really Tough Criticism: Five Steps - Forbes

We rarely discuss dealing with criticism as a necessary part of leadership. Yet the reality is that every leader, whether chief executive, politician, sports coach, or first-time supervisor, will experience criticism. We must understand that it is inevitable, and we have to learn to deal with it productively rather than let it be harmful.

<https://www.forbes.com/sites/forbesleadershipforum/2012/02/02/how-to-deal-with-really-tough-criticism-five-steps/#5f2a5f659bf9>

Images for How to Deal With Really Tough Criticism: Five Steps - Forbes

<https://www.forbes.com/sites/susannahbreslin/2011/10/14/online-criticism-advice/#ba3d7695478c>

<https://www.forbes.com/sites/ashleystahl/2016/05/30/five-ways-to-bounce-back-from-criticism-at-work/#567491f68be1>

<https://www.forbes.com/sites/womensmedia/2018/04/11/2-great-ways-to-handle-criticism-at-work/#437fc876a4fd>

Images for handle criticism - Forbes

<https://www.forbes.com/sites/glennllopis/2015/08/11/4-constructive-ways-leaders-can-handle-criticism/#489437c85615>

<https://www.forbes.com/video/5287959652001/> Here's How To Take The Sting Out Of Receiving Criticism - Forbes

<https://www.forbes.com/sites/dailymuse/2017/03/06/this-is-how-you-handle-negative-feedback-according-to-career-experts/#2c15db772255>

<https://www.forbes.com/sites/lizryan/2016/12/19/the-ugly-truth-about-constructive-feedback/#1774ff8c6ddd>

How to Respond to Criticism | Psychology Today

Criticism often reveals more about the critic than the person being criticized.

<https://www.psychologytoday.com/us/blog/think-well/201802/how-respond-criticism>

Images for How to Respond to Criticism | Psychology Today

<https://www.psychologytoday.com/us/blog/nurturing-self-compassion/201704/how-respond-gracefully-destructive-criticism>

Images for Respond to Criticism | Psychology Today

<https://www.psychologytoday.com/us/blog/the-dance-connection/201709/7-steps-dealing-criticism>

Images for Dealing with Criticism | Psychology Today

<https://www.psychologytoday.com/us/blog/fulfillment-any-age/201405/5-steps-surviving-criticism>

Images for surviving criticism

<https://www.psychologytoday.com/us/blog/the-couch/201312/what-s-the-best-way-handle-know-it-all>

<https://www.psychologytoday.com/us/blog/the-mindful-self-express/201408/the-30-most-common-reasons-people-might-criticize-you>

Images for common-reasons-people-might-criticize-you

How Your Church Family Works: Understanding Congregations as Emotional System by Peter L. Steinke

By far the most difficult form of pursuit behavior to recognize is **criticism**.

<https://books.google.com/books?isbn=1566995515>

Page 88

Images for By far the most difficult form of pursuit behavior to recognize is criticism.

https://books.google.com/books/about/How_Your_Church_Family_Works.html?id=6xL1AgAAQBAJ

<http://charlesstone.com/are-your-critics-really-trying-to-get-close-to-you/>

<http://www.ierriearber.com/principle-3-of-family-systems-differentiation/>

Images for Peter L. Steinke (author)

Images for How Your Church Family Works: Understanding Congregations as Emotional System by Peter L. Steinke

Lessons in Leadership: How Abraham Lincoln Became America's Greatest President

How Lincoln masterfully handled **criticism**

Lincoln by now was also showing remarkable self-mastery in gracefully fending off the frequent attacks hurled on him by critics, even those within his inner circle. On one occasion, he was informed that the Secretary of War, Edwin Stanton, had refused to execute a presidential order; and further, had called the president a "damn fool." "He called me a damn fool?" Lincoln asked. "Yes! Not once, sir, but twice!" replied the excited congressman, who had brought him this news. "Well, Stanton speaks what is on his mind, and he is usually right about what he speaks, so if he called me a damn fool, I must be a damn fool. I will go to him now and find out why," according to a 2005 Time magazine article *The Master of the Game*.

<http://www.inc.com/hitendra-wadhwa/lessons-in-leadership-how-abraham-lincoln-became-americas-greatest-president.html>

Images for Lincoln masterfully handled criticism

Lincoln on Leadership – Book Review

A closely related principle, "Have the Courage to Handle Unjust **Criticism**" is the title of Chapter Six. No president was more slandered and attacked than Lincoln. Phillips notes that Lincoln never feared criticism, nor was he swayed when popular (or at least vocal) opinion was against him. Facing many crowds that were either openly hostile or indifferent to his anti-slavery platform during the historical Lincoln-Douglas debates (Lincoln was defeated by pro-slavery Democrat Stephen A. Douglas in an 1858 Senate race), Lincoln told his concerned friends, "I am not going to be terrified by an excited populace and hindered from speaking my honest sentiments upon this infernal subject of human slavery" (p. 69). Lincoln tried to avoid reading anything critical about him in the press, and in the rare case that he did, developed the following practice: he wrote a long letter, defending himself or the criticized decision in detail, and tucked it away – never mailing it.

<http://johnsoncityslim.wordpress.com/2010/03/03/lincoln-on-leadership-review/>

<http://www.amazon.com/Lincoln-Leadership-Executive-Strategies-Tough/dp/0446394599>

http://www.2shared.com/document/SDqMlorO/Lincoln_on_Leadership_-_Execut.html

<http://small.free-books.biz/Lincoln-on-Leadership-Executive-Strategies-for-Tough-Times-PDF-95.html>

[Images for Courage to Handle Unjust Criticism](#)

Randy Pausch Quotes (Author of The Last Lecture) - Goodreads

“When you’re screwing up and nobody says anything to you anymore that means they’ve given up on you...you may not want to hear it, but your critics are often the ones telling you they still love you and care about you and want to make you better.”
— Randy Pausch, [The Last Lecture](#)

http://www.goodreads.com/author/quotes/287960.Randy_Pausch?page=2

[Images for critics still love you and care about you and want to make you better](#)

Responding to Criticism

Class Notes

1. Responding to Criticism

- A. Prov. 13:10
- B. Realize Criticism is inevitable
- C. Realize that some people will receive more criticism than others
- D. Realize that Pastors are magnets for criticism

Day 9 - Mid-Term Exam and Responding to Criticism

<https://wikis.engrade.com/churchadministraionfall2/0910052010>

[Images for Criticism is inevitable](#)

[Images for people will receive more criticism than others](#)

[Images for pastors are magnets for criticism](#)

7 steps to handle criticism at work well - The Chief Happiness

The best way to receive negative feedback well is to follow these 7 steps:

<http://positivesharing.com/2013/07/7-steps-to-handle-criticism-at-work/>

[Images for 7 steps to handle criticism at work well - The Chief Happiness](#)

<https://greatist.com/happiness/how-handle-criticism-pro>

<https://positivesharing.com/2013/07/7-steps-to-handle-criticism-at-work/>

[Images for steps-to-handle-criticism-at-work](#)

<https://www.inc.com/justin-bariso/how-emotionally-intelligent-people-handle-criticism-they-dont-do-this.html>

[Images for how-emotionally-intelligent-people-handle-criticism](#)

<https://crew.co/blog/handling-criticism-better/>

<https://www.realmenrealstyle.com/how-to-handle-criticism/>

<https://www.realmenrealstyle.com/how-to-handle-criticism/>

<https://lifehacker.com/the-different-ways-people-handle-criticism-and-how-to-1679777243>

<https://simplelifestrategies.com/7-tips-to-handle-criticism/>

[Images for tips-to-handle-criticism](#)

10 Tips for Handling Criticism in Ministry - Margaret J. Marcuson

Dealing with criticism and complaints is an issue in almost every area of ministry. Church leaders have had to deal with complaints from the beginning. (See II Corinthians for Paul’s experience. It is nothing new!) Here are a number of tips for dealing with complaints in ministry:

http://www.churchleadership.com/leadingideas/leaddocs/2007/070523_article.html

[Images for 10 Tips for Handling Criticism in Ministry - Margaret J. Marcuson](#)

<http://margaretmarcuson.com/can-you-deal-with-criticism/>

<http://margaretmarcuson.com/four-ways-for-pastors-to-build-relationships-at-church/> #2

<https://www.christiancentury.org/blogs/archive/2012-11/are-you-avoiding-someone-church> #1

[Images for Margaret J. Marcuson](#)

The Six People You Should Ask to Leave Your Church | Transformed

4. The Cancer— We all have critics. Criticism comes with the territory. But there are some people who have such a critical spirit and a negative view of everything that it sours the church. It spreads like a cancer robbing the church of all joy or hope or sense of mission. These people resist any attempts at encouragement. Everything is always bad, even when things are good. These people don’t even realize the damage that they are doing. Pastors have a tendency to ignore them and hope it gets better. We feel weird about confronting them because they haven’t committed some great big sin. But the longer we ignore them the worse things get. Be prayerful, careful, and patient with these people. But don’t ignore them.

<https://www.westernseminary.edu/transformedblog/2014/03/04/the-six-people-you-should-ask-to-leave-your-church/>

[Images for criticism comes with the territory](#)

What Does the Bible Say About Criticism? - OpenBible.info

<https://www.openbible.info/topics/criticism>

<https://www.openbible.info/topics/criticize>

[Images for bible and criticism](#)

<https://www.gotquestions.org/Bible-criticism.html>

www.bibleinfo.com/en/topics/criticism

<https://www.whatchristianswanttoknow.com/what-does-the-bible-say-about-criticism-a-christian-study/>
<https://www.biblestudytools.com/blogs/mark-altrogge/12-things-to-do-when-you-re-criticized.html>
www.morethanyourself.com/blog/handling-criticism-what-does-the-bible-say-about-it
<https://bible.knowing-jesus.com/topics/Criticism.-Amongst-Believers>
<https://lifehopeandtruth.com/relationships/communication/handling-criticism/>
<https://pairedlife.com/etiquette/Bible-Principles-For-Dealing-With-Criticism>
[Images for Bible-Principles-For-Dealing-With-Criticism](#)

What is it like to be a pastor of a church?

(2) Coping with **Criticism**. Like most other public figures, a pastor and his family live in the public eye, like a “fish bowl” where people watch them constantly, frequently viewing them with criticism and cynicism. People who enter the ministry must be prepared to face much criticism, sometimes of a brutal and cruel nature. However, all those who have risen in leadership or accomplishment know well the sting of their critics. It has been said that “the only way to avoid criticism is to 'Say nothing, Do nothing, and Be nothing.'”

People frequently find disappointment with pastors, largely due a lack of understanding of what pastors do. Rarely does a church ever have a written job description for their senior pastor, and if they do, it's usually too vague to help much. And it seems that so many have a different opinion of what they think the pastor should do. They usually hand him the keys to the church and assume that he'll take care of everything that needs to be done — without realizing the hundreds of details that it all may require.

<http://www.victorious.org/churchbook/chur30.htm>

[Images for What is it like to be a pastor of a church? \(2\) Coping with Criticism.](#)

When Sheep Attack: Dealing with Pastoral Abuse in the Smaller Church

The smaller church can abuse pastors through petty **criticism**

The adage, *familiarity breeds contempt*, can be true in the smaller church because people develop a personal relationship with their pastor. This has both positive and negative effects. Close relationships are positive because they create a basis for effective ministry. When the pastor knows his people, this knowledge opens the door for specialized ministry. The pastor can minister specifically and individually to each person in the congregation.

The negative effect of familiarity is that people, because they know their pastor's weaknesses and shortcomings, can become critical of him. For example, in one smaller church during a congregational meeting, two women criticized the pastor's wife because they thought she was using too much electricity in the parsonage. Such petty criticism undermines the morale of the pastor and his family and may eventually drive them from ministry.

[Assemblies of God \(USA\) Official Web Site | When Sheep Attack](#)

http://enrichmentjournal.ag.org/200902/200902_066_Sheep_Attack.cfm

[Images for petty criticism](#)

<https://www.amazon.com/Pastor-Abusers-Sheep-Attack-Shepherd/dp/1467532940>

6) Expect to be contested

Kenneth Inskip [Director for Research and Evaluation in the Office of the Presiding Bishop in the Evangelical Lutheran Church in America] in a breakout session at the 2014 NW Synod of WI synod assembly made a point that stayed with me. He stated that in this new era, “Expect to be contested!” In other words, people are even less likely to simply defer to the pastor. Pastors can be expected to be challenged and confronted. While at first, I experienced the statement as being unnerving, later I experienced the statement as freeing, because being forewarned is being forearmed. I became less likely to take the challenges personally.

[View assembly summary - Northwest Synod of Wisconsin](#)

http://www.nwswi.org/webfiles/fnitools/documents/2014_synod_assembly_summaryrev.pdf

info@nwswi.org

Resources

[Chasing Down a Rumor: The Death of Mainline Denominations by Robert Bacher \(Author\), Kenneth Inskip \(Author\)](#)

Bacher and Inskip believe that mainline denominations serve as caretakers of the important American expressions of Christianity, and if they are weak or lost, society and the universal church will be the worse for it. They argue that a fundamentally American form of mainline denominationalism can and will endure, despite the rumor of its decline.

The authors examine six "rumors" of the decline. Using historical trends and current statistical information, they analyze the current situation and point to vital lessons, potential problems, and key challenges. They also offer helpful strategies and provide examples of what denominations are doing that show potential.

<http://store.augsburgfortress.org/store/product/7253/Chasing-Down-a-Rumor-The-Death-of-Mainline-Denominations>

<https://www.goodreads.com/book/show/16194143-chasing-down-a-rumor>

<https://www.amazon.com/Chasing-Down-Rumor-Mainline-Denominations/dp/0806651423>

<https://www.christianbook.com/chasing-down-rumor-death-mainline-denominations/kenneth-inskeep/9780806651422/pd/651423>

https://books.google.com/books/about/Chasing_Down_a_Rumor.html?id=JCj6mwlr2qEC

https://onlinelibrary.wiley.com/doi/abs/10.1111/j.1748-0922.2006.00044_25.x Religious Studies Review

http://wfcourier.com/news/local/researcher-churches-will-still-serve-purpose/article_206625a0-6b0f-597a-bbea-e94fd6817c30.html

http://www.southernhiosynod.org/aws/SOS/asset_manager/get_file/48234?ver=12 [PDF]Biography of Kenneth W. Inskip

<https://www.elca.org/News-and-Events/7137> Board for ELCA publisher hears from authors of 'Chasing Down a Rumor'

[Images for Kenneth W. Inskeep, ELCA director for Research and Evaluation](#)
[Images for Chasing Down a Rumor: The Death of Mainline Denominations by Robert Bacher \(Author\), Kenneth Inskeep \(Author\)](#)

10 trends to watch: Churchgoers will want to note and keep up | The Lutheran

1. Declining church participation.

Who comes to church? According to the **General Social Survey**, the flagship poll of the **National Opinion Research Center** of the **University of Chicago**, fewer Americans are attending worship services. Weekly or more frequent attendance declined from 35 percent of the population in 1972 to 26 percent in 2008. At the same time, the number of Americans reporting that they never attend worship increased from 9 percent to 21 percent.

This trend has Roberto worried. "If you look at it generationally, the most loyal, the most engaged people are those 60 and older," he said. As that generation passes, they are followed by generations with "very low brand loyalty. In this next decade, we're going to see it in declining participation," he added.

Average worship attendance in the **ELCA** is 125 people, said Kenneth Inskeep, **ELCA** executive for research and evaluation. "I'm predicting that by 2020, it will be down around 100 [in worship attendance] if the present trends continue," he said. At that size, he noted, most congregations can't afford a full-time pastor.

But Inskeep argues that we miss the bigger issue if we only look at numbers. "Lutherans have a particularly important tradition to represent, which is ... that God is a gracious God. It's not about attendance ... it's about having a voice ... with enough people to speak and be heard in the broader culture," he said.

http://www.thelutheran.org/article/article.cfm?article_id=9970

[Images for 10 trends to watch: Churchgoers will want to note and keep up | The Lutheran](#)

The Lutheran | Kenneth W. Inskeep

Kenneth W. Inskeep

Inskeep is director of ELCA Research and Evaluation and co-author, with Robert Bacher, of *Chasing Down a Rumor: The Death of Mainline Denominations* (Augsburg Books, 2005).

Articles by Kenneth W. Inskeep:

[What about the ELCA?](#)

[Trends in congregation size by worship attendance in the ELCA](#)

[Report on the 2006 ELCA congregational survey](#)

[Mainline decline](#)

[Understanding membership drop](#)

[Who are these people?](#)



Kenneth W. Inskeep

http://www.thelutheran.org/about/person_detail.cfm?person_id=363

[Images for Lutheran | Kenneth W. Inskeep](#)

<https://www.livinglutheran.org/issues/>

<https://www.livinglutheran.org/contact-us/>

7) Expect to be triangled

I came into a setting where parishioners previously came to the church secretary to complain about the pastor. I asked the church secretary to recommend that parishioners talk directly to the pastor with any complaints.

At another setting, I showed up at a Worship and Music Committee to find out that the church secretary circumvented me to complain about the bulletin. I asked the church secretary to talk directly with me.

At still another setting, a church secretary with two years of experience initially volunteered to make whatever changes and corrections needed and then complained to the president that I was asking her to make too many changes and corrections in the bulletin. He came directly to me and, without asking my side of the story, told me to "back off." When I asked him about triangles, he would hear none of it. The church secretary demonstrated the attitude that she really did not feel obligated to accept direction from the pastor when she could go directly to the president. She wrote a letter to the Congregation Council that she wanted numerous changes in the church office, and the president spent considerable time painting it her favorite color and making other updates. The president told me when I first came that, midway through the time of the previous short-term pastorate, the church saw no need for a Mutual Ministry Committee and removed it from the Constitution. Fortunately for me, his term of office ended at the upcoming annual meeting, but until the end about the only time he came to see me was to forward her complaints. Fortunately for the new pastor, the church secretary submitted her resignation to take another position shortly after I left.

Resources

Can You See the Triangles? - Margaret Marcuson

Triangles occur not only in families, but wherever people organize together. Here are a few examples: In church life, the pastor makes a comment a key leader doesn't like, and that leader complains to another leader.

<http://margaretmarcuson.com/can-you-see-the-triangles-2/#.VXpl4vVhBc>

Images for Can You See the Triangles? - Margaret Marcuson

<http://margaretmarcuson.com/how-do-you-get-out-of-a-triangle/>

<http://margaretmarcuson.com/israel-galindo-on-triangles/>

<https://www.amazon.com/Margaret-J.-Marcuson/e/B002G1PKAG>

https://www.goodreads.com/author/show/2774134.Margaret_J_Marcuson

<https://www.christiancentury.org/contributor/margaret-j-marcuson>

Images for margaret marcuson (author)

Eight Concepts – The Bowen Center

<https://thebowncenter.org/theory/eight-concepts/> #1 Triangles

Images for Eight Concepts – The Bowen Center #1 Triangles

<https://www.youtube.com/watch?v=47rDdeSPTGs> Bowen's Triangulation - YouTube

<https://www.youtube.com/watch?v=eF-2PLKllc> Bowen Family Systems Therapy - Relationship Triangles - YouTube

<https://www.amazon.com/Eight-Concepts-Bowen-Theory/dp/097634551X>

Images for Eight-Concepts-Bowen-Theory

[PDF] Emotional Triangles

https://www.ccarnet.org/media/filer_public/2011/11/23/triangles.pdf

Images for emotional triangles

[PDF] Expectations of Pastoral Leadership - VAUMC

Problem-Solving and Conflict Resolution

Page 19

The Drama of **Triangulation**

Page 23

Helpful Hints for Problem-Solving

Page 24

<http://vaumc.org/NCFileRepository/Cabinet/ExpectationsofPastoralLeadership.pdf>

Images for Expectations of Pastoral Leadership - UMC

Images for Drama of Triangulation

How to Prevent and Resolve Congregational Conflict – The Parish Paper

Improving Skill in Handling **Triangulation** Attempts

Page 36

[PDF] Ch. Effectiveness Nuggets--Volume 3--How to Prevent and Resolve Congregational Conflict - The Parish Paper

<https://www.theparishpaper.com/sites/default/files/resources/Church%20Effectiveness%20Nuggets-%20Volume%203.pdf>

<https://www.theparishpaper.com/free-resources> Church Effective Nugget, Volume 3: How to Prevent and Resolve Congregational Conflict

Images for Skill in Handling Triangulation Attempts

<http://www.wisconsinumc.org/connections/conference-news/the-parish-paper>

<http://www.wcucc.org/resource-center/church-management/parish-paper/>

<http://www.hcucc.org/the-parish-paper>

<https://www.theparishpaper.com/back-issue-index> Back Issue Index | The Parish Paper

How to Strengthen Clergy/Staff Leadership & Relationship Skills – The Parish Paper

G. Avoid **triangulation** traps

Page 21

[PDF] Ch. Effectiveness Nuggets--Volume 22--How to Strengthen Clergy/Staff Leadership & Relationship Skills - The Parish Paper

<https://www.theparishpaper.com/sites/default/files/resources/Church%20Effectiveness%20Nuggets-%20Volume%2022.pdf>

<https://www.theparishpaper.com/free-resources> Church Effective Nugget, Volume 22: How to Strengthen Clergy/Staff Leadership & Relationship Skills

Images for avoid triangulation traps

How Your Church Family Works: Understanding Congregations as Emotional Systems by Peter L. Steinke (Author)

Triangles

Page 47

Drawing on the work of Bowen, Friedman, and his own many years' counseling experience, Peter Steinke shows how to recognize and deal with the emotional roots of such issues as church conflict, leadership roles, congregational change, irresponsible behavior, and the effect of family of origin on current relationships. Discover why working relationships may be "stuck" in certain behaviors. Psychologically sound, theologically grounded, and practically illustrated with case studies, *How Your Church Family Works* will help you better understand how your congregation works and how to keep it healthy. Featuring a new preface and a fresh redesign, the book is a classic work by one of the most respected names in congregational consulting.

<http://www.amazon.com/Your-Church-Family-Works-Understanding/dp/1566993296>

<https://rowman.com/ISBN/9781566993296/How-Your-Church-Family-Works-Understanding-Congregations-as-Emotional-Systems>

<http://store.augsburgfortress.org/store/product/10208/How-Your-Church-Family-Works>

<http://www.lifeandleadership.com/book-summaries/steinke-how-your-church-family-works-healthy-congregations.html>
http://greatlakeschurchplanting.org/wp-content/uploads/2011/11/Synopsis%E2%80%94How_Your_Church_Family_Works.pdf
<https://divinitymusings.wordpress.com/2010/10/26/how-your-church-family-works/>
<http://helutherantheoforum.wordpress.com/2012/03/11/a-review-how-your-church-family-works-by-peter-l-steinke/>
<https://books.google.com/books?isbn=1566997070> Page 199
<https://books.google.com/books?isbn=0664500021> Page 148
<https://books.google.com/books?isbn=1566996759> Page 199
<https://www.youtube.com/watch?v=RvdXR2T6O4> Dr. Peter L. Steinke - "Church - Making the Future Work" - Session 1 of 4
<https://www.youtube.com/watch?v=Zli0jWQ5kE&t=71s> Dr. Peter L. Steinke - "Church - Making the Future Work" - Session 2 of 4
<https://www.youtube.com/watch?v=e0u-kLsAc6Q> Dr. Peter L. Steinke - "Church - Making the Future Work" - Session 3 of 4
<https://www.youtube.com/watch?v=EEUllhX3xJQ> Dr. Peter L. Steinke - "Church - Making the Future Work" - Session 4 of 4
<https://www.christiancentury.org/contributor/peter-l-steinke>
<https://www.uua.org/directory/people/peter-l-steinke>
<https://www.amazon.com/Peter-L.-Steinke/e/B001JS2ZJG>
https://www.goodreads.com/author/list/27521.Peter_L_Steinke
[Images for Peter L. Steinke \(Author\) church family](#)
[Images for How Your Church Family Works: Understanding Congregations as Emotional Systems by Peter L. Steinke \(Author\) Triangles](#)

Karpman drama triangle - Wikipedia

The drama triangle is a social model of [human interaction](#) – the triangle maps a type of destructive interaction that can occur between people in conflict.^[1]

https://en.wikipedia.org/wiki/Karpman_drama_triangle

[Images for karpman drama triangle](#)

Navigating the Nonsense: Church Conflict and Triangulation by Doug Bixby (Author), Karen A. McClintock (Foreword)

Navigating the Nonsense will change the way your church approaches conflict and communication. It will unlock the untapped potential that exists in your church. It is a book for clergy and lay leaders. It is for churches tired of getting a new pastor every four years. It is for pastors who are afraid conflict may derail the effectiveness of their ministry. It is for pastors who are afraid conflict with a small group of people may lead to an early departure from their pastorate. It is for church leaders who want to find ways to protect their pastors from disgruntled members. It is for leadership teams and boards that feel their ministries are frozen in place or in a permanent state of decline. It is for those who believe the church cannot focus on ministry if it is bound up by so much conflict. It is for anyone who is tired of feeling frustrated and wants their church to become more centrally focused on Jesus and his way of doing things.

<http://www.amazon.com/Navigating-Nonsense-Church-Conflict-Triangulation/dp/1498228526>

<https://books.google.com/books?isbn=1498228534>

<https://books.google.com/books?isbn=1498228526>

<http://wipfandstock.com/navigating-the-nonsense.html>

<https://www.linkedin.com/pulse/now-available-navigating-nonsense-doug-bixby>

<https://www.amazon.com/Douglas-J.-Bixby/e/B001JRYW4I>

http://www.goodreads.com/author/show/754074.Douglas_J_Bixby

[Images for Doug Bixby \(Author\) church conflict](#)

<https://www.amazon.com/Karen-A.-McClintock/e/B001JS11U0>

http://www.goodreads.com/author/show/817494.Karen_A_McClintock

[Images for Karen A. McClintock, author](#)

<http://healthycongregation.com/wp-content/uploads/2013/08/Contract-for-consult271871.pdf>

[Images for Navigating the Nonsense: Church Conflict and Triangulation by Doug Bixby \(Author\), Karen A. McClintock \(Foreword\)](#)

Open your Eyes and See: Triangulation Explained

The answer to the exhaustive push and pull of a triangulated dynamic in a relationship with a narcissist is to simply step off the triangle and refuse to play. It's a game you cannot win.

<http://jonsi-jonsi.blogspot.com/2013/03/triangulation-explained.html>

[Images for Emotional Triangulation Explained](#)

<https://www.pinterest.com/pin/425801339757374132/> Open your Eyes and See: Triangulation Explained

<https://www.mentalhelp.net/blogs/on-the-family-as-a-system-and-the-problem-of-triangulation/>

[Images for family-as-a-system-and-the-problem-of-triangulation](#)

<https://blogs.psychcentral.com/caregivers/2015/10/triangulation-the-problematic-family-member/>

<https://thoughtcatalog.com/shahida-arabi/2017/05/3-powerful-ways-to-heel-from-the-toxic-triangulation-of-narcissists/>

https://www.salon.com/2017/12/18/how-to-heel-from-the-toxic-triangulation-of-narcissists_partner/

[Images for heal-from-the-toxic-triangulation-of-narcissists](#)

Reproving another Who Sins

15 'If another member of the church' sins against you,' go and point out the fault when the two of you are alone. If the member listens to you, you have regained that one.' 16 But if you are not listened to, take one or two others along with you, so that every

word may be confirmed by the evidence of two or three witnesses. ¹⁷If the member refuses to listen to them, tell it to the church; and if the offender refuses to listen even to the church, let such a one be to you as a Gentile and a tax-collector.

oremus Bible Browser: Matthew 18:15-17

<http://bible.oremus.org/?passage=Matthew+18:15-17>

[Images for Reproving another Who Sins](#)

Strategies for More Successful Workplace Communications

Communication **triangles** typically involve three people who alternately switch roles (the victim, the persecutor, and the rescuer), depending upon with whom they are speaking. Although the practice may temporarily make some employees feel better (since they can talk about their grievances), communication triangles can create toxic corporate cultures with unresolved complaints and rampant gossip. Eliminating communication triangles is one of the best strategies for improving overall communications in your workplace.

<http://blog.snelling.com/2011/08/strategies-for-more-successful-workplace-communications/>

[Images for Strategies for More Successful Workplace Communications](#)

[Images for communication triangles](#)

The Drama Triangle: The Three Roles of Victimhood - AngriesOut.com

The three roles of the Drama Triangle are the three main positions that unhappy families play as described by transactional therapist, Stephen Karpman in 1968. The three roles are Perpetrator, Rescuer and Victim that operate to keep people in the illusion of power. The roles incorporate learned patterns of habit and control mechanisms that bond people together in sick ways. They are symbiotic, destructive behaviors that affect all members of the family.

<http://www.angriesout.com/grown20.htm>

[Images for The Drama Triangle: The Three Roles of Victimhood - AngriesOut.com](#)

Triangles: Bowen Family Systems Theory Perspectives by Peter Titelman (Editor)

Move through emotional triangles toward a natural systems view of the individual in the context of the family and society. *Triangles: Bowen Family Systems Theory Perspectives* presents clear applications of Murray Bowen's concept of the emotional triangle in the family, the organization, and society. This comprehensive book discusses in detail the theory, the theory's application to the therapist's own family, clinical applications, organizational applications, and societal applications. This unique resource examines the value of the triangle concept for understanding the emotional process of the family, the organization, and society.

<http://www.amazon.com/Triangles-Family-Systems-Theory-Perspectives/dp/0789027755>

<https://www.goodreads.com/book/show/3120468-triangles>

<http://www.barnesandnoble.com/w/triangles-peter-titelman/1112238261?type=eBook>

<http://perspectivesig.blogspot.com/2010/01/when-triangles-are-bad.html>

<https://books.google.com/books?isbn=1136862269>

<https://books.google.com/books?isbn=1317788664>

<https://www.thebowncenter.org/theory/eight-concepts/triangles/>

http://samples.sainsburysebooks.co.uk/9781136862274_sample_866096.pdf

http://www.goodreads.com/author/show/136964.Peter_Titelman

[Images for Peter Titelman \(Editor\)](#)

[Images for Triangles: Bowen Family Systems Theory Perspectives by Peter Titelman \(Editor\)](#)

Triangles in Family Systems - YouTube

<https://www.youtube.com/watch?v=4mwGmWS6AKI>

[Images for Triangles in Family Systems - YouTube](#)

<https://www.youtube.com/watch?v=Ij1KT2F0DyQ> Triangles in Relationships – YouTube

<https://www.youtube.com/watch?v=fi9UqNghaoM> What Is an Emotional Triangle - YouTube

https://www.youtube.com/watch?v=tKCe3G5G_Uw Basics of Emotional Triangles - Special Guest Self Differentiation Expert Jerry Wise

<https://www.youtube.com/watch?v=RhiipKE4dyw> Triangle 1- YouTube

Triangles in the emotional field - Perspectives on Congregational Leadership

Students of the Bowen Family Systems Theory (BFST) learn early about the importance of triangles in relationship systems.

<http://perspectivesig.blogspot.com/2015/04/triangles-in-emotional-field.html#more>

[Images for Triangles in the emotional field - Perspectives on Congregational Leadership](#)

<http://cflarchives.org/images/Triangles.pdf>

<https://www.shutterstock.com/search/emotional+triangle>

When “Some People” Complain | Ministry Matters™

Before hanging up the phone, what Pastor Smith needs to do is not let David the Lay Leader off the hook so easily. She needs to insist on taking the opportunity to be the people's pastor, even though it can be uncomfortable. She could say:

“Look, David, I appreciate you sharing these things with me, and I seek feedback so that I can be the best pastor I can be, the kind of pastor you deserve. But these generalities don't afford me the opportunity to learn and grow. I need to know more

about what exactly drives these comments. I need to know who they came from so I can have some conversations with these folks. Let's dig deeper together so our relationship as pastor and church can be everything God wants it to be."

<http://www.ministrymatters.com/all/article/entry/3260/when-some-people-complain>
[Images for When "Some People" Complain | Ministry Matters™](#)

8) Expect conflict

The faces may change, but, after these many years and these many settings, inevitably some of the same types of conflict surface. Even then, situations emerge when I quip, "Just when I think I've seen everything..."
See resources in 2Start7ConcernsResources 10) Conflict.

9) Expect difficult behavior

The faces may change, but, after these many years and these many settings, inevitably some of the same types of difficult behavior surface. Even then, situations emerge when I quip, "Just when I think I've seen everything..."
See resources in 2Start8ConcernsResources 4) Difficult Behavior.

10) Expect the unexpected

On 4/2/2017, I continued with one congregation of a two-point parish, while the other realigned with another congregation. I agreed to serve another congregation on a contract for services. As I was driving to the first congregation around dawn, two deer ran across the road, and the third deer hit my car. I made it to the church parking lot. After the service of worship, a member gave me a ride to the village where I was staying and where I parked my second car. I drove my second car to the service of worship and that afternoon made visits on four homebound. Fortunately, the car that was damaged was the older of the two cars with 191,189 miles. I quipped that it was an April fool's joke a day late

The next day, I called my insurer and was put in touch with the claims department. While I waited on the line, the pre-recorded message played over and over: "One thing is certain about the future: expect the unexpected."

Resources

Expect the Unexpected: One Person's Story in an Ever Closer World by Shane O'Connell (Author)

Author Shane O'Connell invites his readers to relive the experiences of a seasoned traveler and venture to no less than 35 countries where they will witness firsthand the peoples and cultures of these nations. Through this sojourn, they will learn new ways of life, histories, and alternate forms of government. O'Connell's new book reflects on the past, the present, and the things that may come tomorrow. **Through its narrative, it imparts an important lesson to its readers: Be prepared and Expect the Unexpected.**

<https://www.amazon.com/Expect-Unexpected-Persons-Story-Closer/dp/1493122851>

<http://www.prweb.com/releases/shaneoconnell/expecttheunexpected/prweb11483065.htm>

<https://books.google.com/books?isbn=1493122851>

<https://www.youtube.com/watch?v=JcSfLdz-do> Expect the Unexpected by Shane O'Connell – YouTube

[Images for shane o'connell \(author\) expect the unexpected](#)

[Images for Expect the Unexpected: One Person's Story in an Ever Closer World by Shane O'Connell \(Author\)](#)

expect the unexpected - Wiktionary

Verb[[edit](#)]

[expect the unexpected](#)

1. Do not be [surprised](#) by [unusual](#) events. Anything might happen.

https://en.wiktionary.org/wiki/expect_the_unexpected

[Images for expect the unexpected](#)

28 best Expect the Unexpected images on Pinterest | Random stuff

<https://za.pinterest.com/barbaratadlock/expect-the-unexpected/>

[Images for expect the unexpected pinterest](#)

<https://www.pinterest.com/nicolezza/always-expect-the-unexpected/>

<https://www.pinterest.com/Feelwell/expect-the-unexpected/>

<https://www.pinterest.com/katebernb/en/expect-the-unexpected/>

<https://www.pinterest.com/blmontysr/expect-the-unexpected/>

<https://www.pinterest.com/artistpainter27/expect-the-unexpected/>

Unexpected Quotes - BrainyQuote

<https://www.brainyquote.com/topics/unexpected>

[Images for unexpected quotes](#)

www.azquotes.com/quotes/topics/unexpected.html

<http://thinkexist.com/quotes/with/keyword/unexpected/>

https://www.brainyquote.com/topics/expect_the_unexpected

https://www.brainyquote.com/quotes/keywords/expect_the_unexpected.html

[Images for expect the unexpected](#)

<http://www.truthfollower.com/2014/09/expect-unexpected.html>

www.searchquotes.com/search/Expect_The_Unexpected/

On 4/17/2017, I was heading up to my house to stay overnight and go to the synod office the next day for an interim ministry gathering when at 11:11pm 2 deer came up out of the median of a 4-lane highway. I slowed down. The deer slowed down, 1 in time and the other not. The 1 deer that did not slow in time hit my front fender on the driver's side. Fortunately, I was able to keep driving, and the insurer agreed to pay to have the car repaired.

11) Deal with the emotional dynamics of the transition period

A musical ensemble was setting up before a guitar driven worship service when one of the members was overheard to say, "I sure do miss (the pastor's spouse). He used to be here early to help set up." This member was dealing with the loss of the pastor's spouse and the pastor. An interim pastor can help a congregation deal with the emotional dynamics of the transition period.

In the bigger picture, because of all the changes in church and society, people are dealing with grief over loss, "Things aren't what they used to be." Interim pastors can serve the people by doing what amounts to grief counseling.

Resources

A Model of Interim Pastoral Coaches for Ohio Assemblies of God Churches in Pastoral Transition

Congregational Characteristics during the Interim Period

3. Dealing with Grief

When a pastor leaves, strong feelings arise within the congregation.

When a loved and respected pastor leaves, deep congregational feelings may range from sadness and regret to disappointment, anger, and abandonment, from insecurity and bewilderment to anxiety and panic over the lack of pastoral direction.

The departure of a pastor with whom there have been irreconcilable differences or problem circumstances will also precipitate grief.

A wise interim pastor will model transparency in dealing with emotions arising during the transition period.

Six Congregational Tasks during the Interim Period Appendix A

1. Recognizing Emotional Issues

All congregations passing through pastoral transition have deep feelings.

There may be emotional issues taking place simultaneously in the congregation.

Taking time to identify and address individual and general congregation feeling will enable the interim pastor to provide emotionally intelligent pastoral care.

http://books.google.com/books/about/A_Model_of_Interim_Pastoral_Coaches_for.html?id=z3o23Gfaj1cC

Page 114

[Images for Congregational Characteristics during the Interim Period 3. Dealing with Grief](https://www.agts.edu/dmin/abstracts/2007/bittinger_david.pdf)

https://www.agts.edu/dmin/abstracts/2007/bittinger_david.pdf

An Intentional Interim Concept

1 Reduce the Level of Anxiety – Fear of the Unknown

It has been my experience that there is a great mixture of **grief, loss, and despair** early in a transition period. The task is to rebuild trust and reaffirm that there is life after "whoever went before" or "whatever happened before." I call this the task of "this too will pass." There will be a new day ahead.

<http://interiministry.org/resources/an-intentional-interim-concept/>

[Images for Reduce the Level of Anxiety – Fear of the Unknown grief, loss, and despair](http://www.wotp.interiministry.org/resources/an-intentional-interim-concept/)

<http://www.wotp.interiministry.org/resources/an-intentional-interim-concept/>

Appreciative Strategies to Resolve Grief

Rev. Dr. Rob Voyle

What is lost in grief is not the past, but the ability to imagine a preferred future.

In this workshop, participants will go beyond descriptive understandings of grief, such as the stages of grief, and learn the fundamental internal dynamics of grief, how to resolve them and restore people to a state of hope.

[PDF] 2013 IMN Conference program.pub

<http://imnedu.org/wp-content/uploads/2012/05/2013-IMN-Conference-program.pdf>

Page 7

[Images for Appreciative Strategies to Resolve Grief Rev. Dr. Rob Voyle](http://imnedu.org/wp-content/uploads/2012/05/2013-IMN-Conference-program.pdf)

Appreciative Strategies to Resolve Trauma

Rev. Dr. Rob Voyle

Participants will learn the nature of trauma and distressing memories and learn simple and effective ways to set individuals and congregations free from past distress so that they can effectively engage in co-creating their preferred future.

[PDF] 2013 IMN Conference program.pub

<http://imnedu.org/wp-content/uploads/2012/05/2013-IMN-Conference-program.pdf>

Page 5

[Images for Appreciative Strategies to Resolve Trauma Rev. Dr. Rob Voyle](http://imnedu.org/wp-content/uploads/2012/05/2013-IMN-Conference-program.pdf)

How Can We Sing the Lord's Song in a Strange Land? Rev. Robert J. Voyle

Times of loss and transition evoke a complex matrix of emotions and thoughts that we call grief. The intensity of the grief reaction, while often understandable, is also a measure of the extent to which the griever believes that the source of these times of transition and pain can be opportunities for new life when they are dealt with sensitivity, understanding, and compassion.

<http://www.cergyleadership.com/tm-resources/aim-articles.cfm#how>

[Images for Times of loss and transition evoke a complex matrix of emotions and thoughts that we call grief.](#)

Restoring Hope: Appreciative Strategies for Resolving Grief and Resentment. Robert J. Voyle

The Nature of Hope	4
Resolving Painful Memories	8
Resolving Grief	12
Forgiveness and the Art of Resolving Resentment	18
Dealing with a Difficult Person	22

http://www.endowedparishes.org/download_file/view/1526/

[Images for Restoring Hope: Appreciative Strategies for Resolving Grief and Resentment. Robert J. Voyle](#)

APPROPRIATE GOALS FOR THE INTERIM PERIOD

2. TO RESOLVE FEELINGS OF **GRIEF**

Pastoral visitation and group meetings involving personal, direct contact with individuals. Intentional expression of interest in their feelings, more often than not, will contribute to healing.

www.rca.org/document.doc?id=73

[Images for APPROPRIATE GOALS FOR THE INTERIM MINISTRY PERIOD 2. TO RESOLVE FEELINGS OF GRIEF](#)

Beloved pastor dies suddenly | River Towns

"It was totally a shock," said church administrator Cheryl Sikorski. "Nothing precipitated this whatsoever."

The congregation at Christ Lutheran is grieving deeply, but has "risen up," Sikorski said. "We loved Pastor Van as our pastor. The **grief** is tangible here. But his heart for this congregation has risen up. We're holding on."

Church council president Bev Schmidt said Bredeson made a point to know each and every member of the congregation personally.

"He just immediately fit right in," Schmidt said. "Everyone just loved him, old and young. He brought energy and strength into this church and he would want us to maintain that and move on."

<http://www.newrichmond-news.com/content/beloved-pastor-dies-suddenly>

<https://www.rivertowns.net/lifestyle/faith/3608108-beloved-pastor-dies-suddenly>

[Images for beloved pastor dies suddenly](#)

Congregational Handbook for Pastoral Transitions

Emotional Needs of the Congregation

<http://www.lutheransnw.org/files/leadership/TransitionHandbook.pdf>

II-12

[Images for Congregational Handbook for Pastoral Transitions Emotional Needs of the Congregation](#)

[PDF]Congregational Leadership in Anxious Times - Rockhay

13 Triggers for Anxiety in Congregations (No particular order; usually 5 or 6 happen serially or simultaneously): money; staff conflict; sex, sexuality; harm done to/death of a child; pastor's leadership style; old & new; lay leadership; style - contemporary & traditional worship (ie: hymnal, worship times); growth, survival; gap between ideal & real; boundaries; building, construction, space, territory; trauma, transition.

http://rockhay.tripod.com/cohort/Congregational_Leadership_in_Anxious_Times.pdf

Page 2

[Images for Triggers for Anxiety in Congregations](#)

Emotional Dynamics of the Transitional Period

Following the resignation of a pastor there is often a period of time when the experience of loss finds expression in various ways among members of the congregation. Often there appears to be a certain pattern, depending on the circumstances surrounding the resignation and the quality of the member's relationship with the pastor. The congregation's response may take the form of the pattern described below — even though the stages may or may not follow in the order they appear. These are some of the typical emotional responses members may have to the departure of their pastor. They should be dealt with intentionally and with compassion during the transitional period in order to bring about final resolution and closure to the pastoral ministry as the congregation prepares to engage in a search for its new pastor.

Stage One - "Shock and Denial"

Members of a congregation may meet the resignation of their pastor with surprise and disbelief. "I can't believe he/she is leaving. There must be some mistake." Shock and disbelief is usually a temporary state and will likely be followed by one or more of the following stages.

Stage Two - "Abandonment - Panic"

Feelings of being abandoned may set off a temporary state of disorganization with fear and panic about the future of the congregation. There may be a fear of the loss of the congregation's "future story," its mission and plans for the future program. "He/she can't possibly leave us. There's too much at stake right now." Feelings of betrayal may be expressed.

Stage Three - "Anger and Resentment"

Anger and tears may accompany feelings of unfairness and regret. Anger may become displaced on congregation leaders, Congregation Council members, other staff members or it may be directed at the departing pastor. Anger

may precipitate members transferring their membership to other congregations, withholding funds, or staying away from worship.

Stage Four - "Guilt - Bargaining"

As the reality of the pastor's departure settles in, anger and regret may become displaced on self or others in the congregation, taking the form of guilt, which might be accompanied by pleading, frantic prayerfulness, and bargaining with the pastor, Congregation Council, or Bishop. "Is there something we've done to make you decide to leave? Is there anything we can do to persuade you to stay?"

Stage Five - "Acceptance - Resolution"

Through mutual support members can be helped to accept the loss, make peace with their pain and bring about a sense of reconciliation without revisiting earlier stages. They can finally be able to talk about their sense of loss without tears or resentment and begin to approach a sense of appreciation and even celebration of the life they and the pastor have shared together.

Stage Six - "Closure"

Closure has occurred when members and the departing pastor have reconciled any differences which may have occurred, have released one another from previous commitments, and can bid one another farewell and Godspeed.

[PDF] Transition Process Manual - Amazon Web Services

<http://worshiptimesmedia.s3.amazonaws.com/gulfcoast/files/2013/01/TPM2011Complete.pdf> Section 3/Pages 1-2

[Images for Emotional Dynamics of the Congregation Transitional Period](#)

Facing Feelings in Faith Communities by William M. Kondrath (Author)

Facing Feelings in Faith Communities is based on a simple premise: We have emotions because we need them. God created us as affectively competent beings, William Kondrath argues, to help us understand our world and to give appropriate signals to people around us about what we are experiencing. When we express our feelings clearly, other people can more easily respond in ways that are helpful to us, thus enhancing our relationships and the work we might do together. Kondrath also recognizes that unfortunately, for many of us, our emotional software was infected early on with viruses (early familial and social conditioning) that distorted the way we responded to natural stimuli. Because we are underusing or misusing our emotional capacities, we are missing out on the opportunity to express our full humanity. Fortunately, we can re-program our emotional software. *Facing Feelings in Faith Communities* helps us restore our emotional systems to their original state, or at least invites us to imagine how we would live differently if our emotional expressions were more nearly congruent with the situations and events we encounter. Kondrath invites us to explore six feelings—fear, anger, sadness, peace, power, and joy—through poetry, meditation on an evocative drawing, as well as through his own analysis of each feeling.



<https://www.amazon.com/Facing-Feelings-Communities-William-Kondrath/dp/1566994349>

<https://rowman.com/ISBN/9781566994347/Facing-Feelings-in-Faith-Communities>

<https://www.barnesandnoble.com/w/facing-feelings-in-faith-communities-william-kondrath/1116807384?ean=9781566995207>

<http://www.billkondrath.com/facing-feelings/>

<https://books.google.com/books?isbn=1566995205>

https://books.google.com/books/about/Facing_Feelings_in_Faith_Communities.html?id=XGTOAgAAQBAJ

<https://alban.org/2015/11/24/facing-feelings-in-faith-communities-a-qa-with-bill-kondrath/>

<https://alban.org/archive/becoming-an-affectively-competent-congregation/>

<http://visions-inc.org/staff/bill-kondrath/>

<https://www.linkedin.com/in/william-kondrath-3aa60515>

http://www.goodreads.com/author/show/7864372.William_M_Kondrath

[Images for William M. Kondrath \(Author\)](#)

[Images for Facing Feelings in Faith Communities by William M. Kondrath \(Author\)](#)

Congregational Resources for Facing Feelings by William M Kondrath

Congregational Resources for Facing Feelings is a companion collection to *Facing Feelings in Faith Communities* by William Kondrath. This collection of practical applications for congregational situations in which exercising greater emotional competence will improve both our understanding of what is happening and the effectiveness of our actions and those of others.

<https://www.amazon.com/Congregational-Resources-Feelings-William-Kondrath-ebook/dp/B00J1ENZVW>

<http://www.goodreads.com/book/show/20862332-congregational-resources-for-facing-feelings>

<https://rowman.com/ISBN/9781566994514/Congregational-Resources-for-Facing-Feelings>

<https://books.google.com/books?isbn=1566994519>

<http://www.billkondrath.com/>

[Images for Congregational Resources for Facing Feelings by William M Kondrath](#)

For a time like this – Esther 4:14

People don't resist change. They resist loss.

[slide 14]

And people who experience loss go through a **grief** process. So, if you want to help people be transformed, you have to learn to help them through their grief so that they can deal with the painful reality that the change demands.

How do you help them through that grief?

[slide 15]

You create what is called a holding environment.

Adaptive Change.pptx by Rev. Dr. Laurie Skow-Anderson lskow-anderson@nswswi.org

info@nswswi.org

Images for People don't resist change. They resist loss.

Grief and Loss - Pinterest

<https://www.pinterest.com/mmpw5/grief-and-loss/>

Images for Grief and Loss - Pinterest

<https://www.pinterest.com/nicabm/grief-loss/>

<https://www.pinterest.com/smartinlcsw/grief-and-loss/>

<https://www.pinterest.com/pamdysn/grief-and-loss/>

<https://www.pinterest.com/vjpulver/living-through-grief-loss/>

<https://www.pinterest.com/funeralcom/quotes-on-grief-loss-and-mourning/>

<https://www.pinterest.com/amo1254/quote-love-loss-grief/>

<https://www.pinterest.com/clifford0576/grief-tragedy-loss/>

Images for grief-tragedy-loss on pinterest

<https://www.pinterest.com/loveliveson0738/grief-and-loss-quotes/>

<https://www.pinterest.com/vegosc/grief-loss-quotes/>

Images for grief-and-loss-quotes on pinterest

<https://www.pinterest.com/griefquotes/grief-quotes/>

<https://www.pinterest.com/sunshinepalface/grief-quotes/>

<https://www.pinterest.com/jkchase52/quotes-overcoming-grief/>

<https://www.pinterest.com/mendez5427/quotes-grief/>

<https://www.pinterest.com/1313susan/grief-quotes/>

<https://www.pinterest.com/jlf78/quotes-on-grief/>

<https://www.pinterest.com/whatsyourgrief/grief/>

<https://www.pinterest.com/amyc1982/grieving-process/>

<https://www.pinterest.com/melbatoesed/grief/>

<https://www.pinterest.com/loveliveson0738/stages-of-grief/>

<https://www.pinterest.com/brendachilders/grief/>

<https://www.pinterest.com/debbifulcopaust/grief/>

<https://www.pinterest.com/griefquotes/inspirational-pictures-for-grief/>

<https://www.pinterest.com/l8again/grief/>

<https://www.pinterest.com/loriulski/grief/>

<https://www.pinterest.com/griefrecovery/grief-recovery-resources/>

<https://whatsyourgrief.com/grief-and-pinterest-really/>

<https://www.pinterest.com/janscheffertwol/inspiration-for-grieving/>

<https://www.pinterest.com/SoulFullSpace/the-weight-of-grief/>

<https://www.pinterest.com/formermd/surviving-grief-and-healing/>

<https://www.pinterest.com/libbysmom91/grief-healing/>

<https://www.pinterest.com/chelseahanson/grief-help-grief-healing-quotes-of-support/>

<https://www.pinterest.com/helqabf/comfort-in-grief-loss-of-a-loved-one/>

<https://www.pinterest.com/sympathygifts/grief-support/>

<https://www.pinterest.com/goodgriefltd/grief-is-a-collective-experience/>

Images for grief-is-a-collective-experience

Grief Quotes - BrainyQuote

<https://www.brainyquote.com/topics/grief-quotes>

Images for topics/grief-quotes

<https://www.goodreads.com/quotes/tag/grief>

<https://www.guideposts.org/better-living/life-advice/coping-with-grief/10-uplifting-quotes-to-cope-with-grief>

<https://sayingimages.com/grief-quotes/>

<https://eterneva.com/resources/grief-quotes>

<https://grief.com/grief-quotes-memes/>

<https://www.goodmorningquote.com/grief-quotes-images/>

<https://www.betterhelp.com/advice/grief/a-compilation-of-grief-quotes-to-uplift-your-sadness/>

https://www.huffpost.com/entry/10-healing-quotes-to-help_b_5871430

<https://www.eleorahan.com/blog/2017/10/9/19-inspirational-quotes-to-help-you-cope-with-grief-and-loss>

<https://www.bustle.com/articles/49217-12-quotes-for-strength-in-a-time-of-loss-or-grief>

<https://thoughtcatalog.com/johanna-mort/2015/05/21-absolutely-heartwrenching-quotes-on-loss-and-grief/>

<http://thefuneralfriend.com/index.php/2018/11/02/21-quotes-about-death-grief-and-remembrance/>

Images for quotes-about-death-grief-and-remembrance

Grief: The Hardest Thing

Part of being a “seel/sorger” certainly has its joys. But it also has its disappointments. Indeed, to be in ministry is to be exposed to tears, heartache, and sometimes seemingly unstoppable tears.

http://www.ministryhealth.net/mh_articles/051_grief_the_hardest_thing.html
[Images for seelsorge](#)

Grief - Wikipedia

Grief is a multifaceted response to loss, particularly to the loss of someone or something that has [died](#), to which a [bond](#) or [affection](#) was formed. Although conventionally focused on the emotional response to loss, it also has physical, cognitive, behavioral, social, cultural, spiritual and philosophical dimensions. While the terms are often used interchangeably, *bereavement* refers to the state of loss, and *grief* is the reaction to that loss.

<https://en.wikipedia.org/wiki/Grief>
<https://www.shutterstock.com/search/grief>

Healing of Memories [David Seamands]

Time alone cannot heal the memories of experiences so painful that we've been pushing them out of our conscious minds for many years. Yet such memories continue to cause us emotional and spiritual problems. They must be dealt with directly and deliberately by a special kind of spiritual therapy that Dr. David Seamands calls memory healing. This form of Christian counseling coupled with prayer focuses the healing power of the Holy Spirit on the root of the problem and breaks the bondage of traumatic memories.

<http://www.amazon.com/Healing-Memories-David-Seamands/dp/0896933083>
<https://books.google.com/books?isbn=0896931692>
http://www.ministryhealth.net/mh_articles/088_seamand_healing_memories.html
<http://www.alibris.com/Redeeming-the-Past-Recovering-from-the-Memories-That-Cause-Our-Pain-David-A-Seamands/book/8729633>
<https://www.youtube.com/watch?v=camXdVcEluI> "Healing for Damaged Emotions" by David A. Seamands - YouTube
<https://www.youtube.com/watch?v=PgurjF4CijU> David Seamands (1999) – YouTube
[Images for David Seamands - YouTube](#)
https://en.wikipedia.org/wiki/David_Seamands
https://www.barnesandnoble.com/w/healing-for-damaged-emotions-david-a-seamands/1103167009#
<https://www.amazon.com/David-A.-Seamands/e/B001K8HP00>
https://www.goodreads.com/author/list/27678.David_A_Seamands
[Images for David Seamands, author](#)
[Images for Healing of Memories \[David Seamands\]](#)
[Images for Healing of Memories](#)

How Interim Ministry Works in The United Methodist Church

Possible Scenarios

You might be sent to a church where the pastor has died suddenly. **Grief** consumes the congregation. Do you want to go now, or would you rather arrive after an Interim Minister, trained to lead the church in dealing with its grief, has led them out of those depths to a point of readiness for a new day?

<http://www.qbhem.org/networking/how-interim-ministry-works-united-methodist-church>
[Images for grief consumes the congregation](#)

Intentional Interim Ministry - a purposeful approach for transitions and crises

In every congregation, there will be times when members wrestle with their church's identity and ministry. These unique transitions occur after particularly long pastorates, when conflicts exist within the congregation, when there are instances of pastoral misbehavior, when demographics change drastically, or during other church-changing circumstances.

Such times of transition are often marked by congregational stress and anxiety hampering ministry and making a fulfilling church experience difficult.

Intentional Interim Ministry is designed to restore congregational health by offering a safe bridge between challenging times and the selection of the next resident pastor

The benefits of Intentional Interim Ministry

There are several ways Intentional Interim Ministry can help congregations:

Healing. Without healing existing divisions within the church, it is difficult to have a unified mission and ministry. There are also circumstances where congregations feel manipulated or misled by their pastor and need guidance to become whole again. They need assistance in developing an attitude of trust toward pastoral leadership.

Thorough resolution. There are situations that simply take time to untangle. It is important to do what is necessary to reach understanding and closure.

New perspectives. When a long-term pastor leaves a congregation, the norms and expectations set up by the long tenure may be difficult for the pastor that follows. Intentional Interim Ministry allows a congregation to experience different approaches to ministry and opens eyes to different kinds of pastoral leadership.

Setting a fresh course. When a church feels it's at a difficult crossroad, quick decisions may be made without fully exploring options and potential outcomes. Intentional Interim Ministry slows down the call process, allowing the congregation time to make well-informed and deliberate decisions regarding the future course of the church.

<http://interimministrylcm.org/>

[Images for Intentional Interim Ministry - a purposeful approach for transitions and crises](#)

[Images for Intentional Interim Ministry can help congregations: Healing.](#)

9 Signs Your Church Needs an Intentional Interim Pastor

2. **Grief**. In many cases the church needs to bring out its grief and work through the pain. The grief may be due to the loss of a beloved minister, to destructive conflict that led to the minister's departure, the loss of a compelling vision for the future or other reasons. An effective interim pastor will employ leadership behaviors that bring the congregation to relief and to a full embrace of the new normal.

<http://pastors.com/intentional-interim/>

[Images for 9 Signs Your Church Needs an Intentional Interim Pastor 2.Grief.](#)

Praying Our Goodbyes by Joyce Rupp: Ave Maria Press

Here is a book designed to help readers recognize, ritualize, reflect on and re-orient themselves in the face of loss - to help **heal the hurts** caused by goodbyes and the anxieties encountered by change, whether caused by death, loss of a job, crisis, or whatever.



<http://www.abebooks.com/Praying-Goodbyes-Joyce-Rupp-Ave-Maria/8777757763/bd>

<http://www.joycerupp.com/>

http://www.goodreads.com/author/show/43954.Joyce_Rupp

[Images for Joyce Rupp, author](#)

[Images for Praying Our Goodbyes by Joyce Rupp](#)

Preaching During the Interim - Preaching Magazine

Preaching on **Grief** Work

The writer of Ecclesiastes maintained that "there is a time to weep." During the first days in an interim ministry, sermons need to deal with separation and the grief process that always accompany a minister's departure.

A sermon I have preached early in the interim period is "It Is OK To Grieve."¹⁴ Based on a proper interpretation of Paul's words to the Thessalonians, "Grieve, not as those who have no hope" (1 Thess. 4:13), the congregation is reminded that grief is normal when a minister leaves. The emotions of grief are all there: anger (that the pastor has abandoned us); guilt (that something we did made the pastor leave); and grief (the feeling of losing someone we trusted so deeply). The stages of grief - shock, recoil, and recovery - are described, signs of recovery are explained. Only as the congregation expresses grief over the loss of the pastor can they begin to move on to new directions.

Other biblical texts for sermons on grief work are:

- "God Is There When We Mourn" (Psalm 23)
- "A Time to Mourn ... And Rejoice" (Eccl. 3:4)
- "How to Say Goodbye and Hello" (Phil. 1:3-6)
- "Dealing with Loss" (Phil. 3:7-15)
- "Letting Go of the Past" (Luke 9:57-62)

<http://www.preaching.com/sermons/11563501/page-6/>

[Images for Preaching During the Interim - Preaching Magazine Preaching on Grief Work](#)

Purposeful Life Which Emerges Beyond Loss, Mourning and Grief by Rev. Ivan L. Marable

This workshop focus illuminates the multi-generational ripple effects of loss and introduces methods of reflection, coping and healing. Having a set of spiritual tools and a caring based ministry strategy may help facilitate a sensitive ministry, "Blue Christmas Service", or identify adaptive leadership as a support mechanism for traumatic loss or death. Leave this session with tools and strategies that will help the interim minister and the congregation to learn and consider appropriate actions beyond loss, mourning and grief. Resources and personal story will be added value.

[PDF] 2015 IMN Conference programpdf.pub - Interim Ministry Network

<http://imnedu.org/wp-content/uploads/2012/05/2015-IMN-Conference-programpdf.pdf>

Page 7

[Images for Purposeful Life Which Emerges Beyond Loss, Mourning and Grief by Rev. Ivan L. Marable](#)

<http://www.fbcrochester.net/bulletins/030214FBC.pdf>

Page 2

Shepherding Congregations through Grief Storms | The Parish Paper

First Church's much-loved pastor retired. His replacement was an equally effective speaker, a caring pastor, and a far better administrator. But many long-term members did not like him. After four painful years, he relocated to another congregation. Any significant life change (whether positive or negative) can cause feelings of loss and grief. As with individuals, a congregational grief experience often unfolds in the five stages that Elizabeth Kubler-Ross outlined decades ago: denial, anger, depression, bargaining, and eventually—with the passage of time—resolution and healing. But the way congregations experience grief makes it more difficult to recognize. Church members adjust to the grief of loss like a flotilla of ships moving

through a storm at sea. Some ships move safely and quickly through the wind and waves, others slowly. A few ships do not survive the grief storm and are lost at sea: they stop attending or transfer to another congregation.

<https://www.theparishpaper.com/back-issue/shepherding-congregations-through-grief-storms>

<https://winnebagopresbytery.org/parish-papers/> August 2009 – “Shepherding Churches Through Grief Storms” – Richard Bales

[Images for Shepherding Congregations through Grief Storms | The Parish Paper](#)

<https://www.theparishpaper.com/free-resources>

<http://www.wisconsinumc.org/connections/conference-news/the-parish-paper>

<http://www.wcucc.org/resource-center/church-management/parish-paper/>

<http://www.hcucc.org/the-parish-paper>

<https://www.theparishpaper.com/back-issue-index> Back Issue Index | The Parish Paper

Strategic Leadership for a Change: Facing our Losses, Finding Our Future [Kenneth J. McFayden]

Many congregations are experiencing significant change both within and beyond their walls, and both members and leaders feel a sense of loss in the midst of these changes. In the midst of change, loss, and grief, congregations yearn for leadership - typically with differing expectations of what constitutes effective leadership in response to their needs, hopes, and priorities. At the same time, congregations resist leadership. After all, leadership assumes those who follow will be open to more change.

Strategic Leadership for a Change provides congregational leaders with new insights and tools for understanding the relationships among change, attachment, loss, and grief. It also helps to facilitate the process of grieving, comprehend the centrality of vision, and demonstrate theological reflection in the midst of change, loss, grief, and attaching anew. All this occurs as the congregation aligns its vision with God's and understands processes of change as processes of fulfillment.

Drawing on attachment theory, leadership studies, and biblical and theological resources, McFayden's work is invaluable for leaders whose congregations face change, experience loss, wonder about their future, and yearn for leadership.

<http://www.amazon.com/Strategic-Leadership-Change-Facing-Finding/dp/156699392X>

<https://rowman.com/ISBN/9781566996426/Strategic-Leadership-for-a-Change-Facing-our-Losses-Finding-Our-Future>

http://www.churchleadership.com/leadingideas/leaddocs/2010/100120_article2.html

<https://www.pcusa.org/resource/excerpt-strategic-leadership-change-ken-mcfayden/>

<https://alban.org/archive/the-vision-to-embrace-change/>

<https://www.upsem.edu/about/faculty/kenneth-j-mcfayden/>

<https://www.amazon.com/Kenneth-J.-McFayden/e/B002YTHMYW>

[Images for Kenneth J. McFayden, author](#)

[Images for Strategic Leadership for a Change: Facing our Losses, Finding Our Future \[Kenneth J. McFayden\]](#)

[PDF] THE INTERIM PASTOR - PSWD

An “interim” pastor is one called for a specific purpose and period of time to lead a congregation during the in-between times of installed pastoral leadership. The interim pastor is called when, for any reason, the regular pastoral position has become vacant. The interim does many of the same things as the regularly called pastor, but within a different framework of time, goals, and planning. The interim ministry has three primary functions: (1) maintenance of congregational life and ministry; (2) enhancement of selected aspects of congregational life and ministry; and (3) working at specific designated tasks. The goal of interim ministry is to fulfill these functions in a way that will enable the congregation and the next pastor to be prepared with vision, commitment, and excitement for the future.

<http://www.pswdcob.org/wp-content/uploads/2010/11/om280interim-ministry.pdf>

Page 1

[Images for interim pastor working at specific designated tasks](#)

Unconventional Wisdom: Whither Interim Ministry – Alban at Duke Divinity School

The idea that a congregation has to “do **grief** work” after the loss of its beloved pastor fits a pastoral-sized congregation better than a larger one, where pastoral positions are defined more functionally, and institutional momentum may be more important than collective grief work.

[Alban at Duke Divinity School » Unconventional Wisdom: Whither Interim Ministry](#)

<https://alban.org/archive/unconventional-wisdom-whither-interim-ministry/>

[Images for do grief work](#)

What Does the Bible Say About Grief? - OpenBible.info

<https://www.openbible.info/topics/grief>

https://www.openbible.info/topics/grief_and_sorrow

<https://www.gotquestions.org/overcoming-grief.html>

[Images for bible and grief](#)

<https://www.biblestudytools.com/topical-verses/bible-verses-for-overcoming-grief/>

<https://bibleresources.org/grief/>

<http://www1.cbn.com/living-through-grief>

<https://www.bibleportal.com/articles/what-does-the-bible-say-about-sorrow-and-grief.html>

[Images for bible-say-about-sorrow-and-grief](#)

What to Do When a Pastor or Staff Member Leaves – Rainer on Leadership #109 – ThomRainer.com

1. Understand that a natural time of **grief** is needed

<http://thomrainer.com/2015/03/pastor-staff-member-leaves-rainer-leadership-109/>

Images for What to Do When a Pastor or Staff Member Leaves – 1. Understand that a natural time of grief is needed

When should we consider an Intentional Interim Pastor?

Within the ELCA, there are many “Intentional Interim Pastors” – pastors who have received specialized training in interim ministry. These Intentional Interim Pastors are normally full-time pastors who specialize in doing interim ministry. They might be called “professional interim pastors.” When available, they are often used by synods or congregations in particularly difficult circumstances, such as the loss of a pastor due to misconduct, **death**, or the transition after a long-term pastorate.

FAQs for Congregations: Interim Ministry Association

<http://www.interiministry.org/f-a-q/faqs-for-congregations/>

Images for Images for When should we consider an Intentional Interim Pastor? particularly difficult circumstances, such as loss of a pastor due to death

12) Polarity Management

The polarities seen in the larger society also manifest themselves in the congregation. Theologically, uniformity cannot be expected, only unity in the common confession of “Jesus is Lord.” Pastorally, some polarities may not be resolved, only identified and managed.

Resources

Managing Polarities in Congregations

Polarities are those unavoidable, unsolvable, indestructible dilemmas of life. Our only choice with life polarities is to manage them, either well or poorly. Problems or conflicts usually involve either/or thinking. There is one solution to the issue. Polarities require both/and thinking. They have two right answers that are interlocked with each other. For example, our capacity to breathe involves the two poles of inhaling and exhaling. Each has an upside and a downside. The downside of one pole is answered by the upside of the opposite pole. Most of us, however, have a preference for one of these poles over the other. Whenever we favor one pole over the other we pay a price for that preference.

Thriving congregations have had to wrestle with at least eight key polarities. They have come to manage these polarities well, hence their ability to thrive. Other congregations are not managing these polarities well and they are struggling, either financially, or in loss of members, or in vitality. The following congregational polarities will be explored in depth at this workshop: Tradition vs. innovation, Spiritual health vs. institutional health, Management vs. leadership, Strong clergy vs. strong lay leaders, Inreach vs. outreach, Nurture vs. transformation, Making disciples: Each process vs. challenging process, Managing volunteers: Duty vs. call.

This workshop will also explore the inherent polarities involved in being an effective pastor within a congregation.

http://www.luthersem.edu/lifelong_learning/kairos/courses.aspx

Images for Managing Polarities in Congregations

Images for unavoidable, unsolvable, indestructible dilemmas of life

Managing Polarities in Congregations: Eight Keys for Thriving Faith Communities [Roy M. Oswald, Barry Johnson]

Congregations often find themselves in power struggles over two opposing views. People on both sides believe strongly that they are right. They also assume that if they are right, their opposition must be wrong - classic 'either/or' thinking. A polarity is a pair of truths that need each other over time. When an argument is about two poles of a polarity, both sides are right and need each other to experience the whole truth.

This phenomenon has been recognized and written about for centuries in philosophy and religion. It is at the heart of Taoism, where we find the familiar polarity of yin and yang energy. In the past fifty years, business leaders have come to appreciate the phenomenon, often called dilemma or paradox. No matter what it is called, the research is clear: leaders and organizations that manage polarities well outperform those who don't.

<http://www.amazon.com/Managing-Polarities-Congregations-Thriving-Communities/dp/1566993903>

<https://www.goodreads.com/book/show/8598911-managing-polarities-in-congregations>

<https://www.barnesandnoble.com/w/managing-polarities-in-congregations-roy-m-oswald/1101754952>

<https://www.cokesbury.com/product/9781566993906/managing-polarities-in-congregations/>

<https://books.google.com/books?isbn=1566995817>

https://books.google.com/books/about/Managing_Polarities_in_Congregations.html?id=d4qdAwAAQBAJ

<http://resources.mennonitechurch.ca/ResourceView/2/12356>

<http://www.bobcornwall.com/2010/09/managing-polarities-in-congregations.html>

https://openlibrary.org/works/OL536540W/Managing_polarities_in_congregations

<http://imnedu.org/wp-content/uploads/2012/05/2010Program.pdf>

Page 9

<http://www.lifeandleadership.com/book-summaries/oswald-and-johnson-managing-polarities-in-congregations.html>

<https://www.amazon.com/Roy-M.-Oswald/e/B001K8KQ1O>

https://www.goodreads.com/author/show/152452.Roy_M_Oswald

Images for roy m. oswald. author

<https://4b2hrderdaoklyfu2n1ah3eku-wpengine.netdna-ssl.com/wp-content/uploads/2016/09/Roy-M-Oswald-bio.pdf>

<https://www.facebook.com/roy.oswald>

<https://static1.squarespace.com/static/54c7d7ede4b03a45e09cd270/t/5aa00b43652dea8c73c46299/1520438089615/HowToMinisterEffectivelyInFamilyPastoralProgramandCorporate-SizedChurches.pdf>

<https://www.amazon.com/Barry-Johnson/e/B001KISZ6W>

http://www.goodreads.com/author/show/167030.Barry_Johnson

[Images for Barry Johnson, author](#)

[Images for Managing Polarities in Congregations: Eight Keys for Thriving Faith Communities \[Roy M. Oswald, Barry Johnson\]](#)

Polarity Coaching: Coaching People & Managing Polarities [Kathy Anderson]

What do you do when you're coaching someone who has problems that are unsolvable and unavoidable? This resource skillfully brings together *Polarity Management* and coaching principles to create *Polarity Coaching*. This indispensable coach's guide is about coaching people, managing polarities and blending the two disciplines to see and experience predictive patterns that would not otherwise be visible. You'll learn how to practice Polarity Coaching, using the same powerful questions and visioning of traditional coaching. In addition, you'll gain a practical structure for employees/clients to walk through their stories in a way that uncovers values and fears, as well as develop action steps and early warnings. The seven case studies will bring Polarity Coaching to life and show you how it transforms the coaching conversation. If you're new to this tool, this easy-to-read volume will show you exactly how and where to start. If you're experienced, there are so many practical techniques and useful insights, you'll find plenty that's new.

<http://www.amazon.com/Polarity-Coaching-People-Managing-Polarities/dp/1599962071>

<https://www.goodreads.com/book/show/10933286-polarity-coaching>

<http://www.hrdpress.com/Polarity-CoachingCoaching-People-Managing-Polarities-PC>

<https://books.google.com/books?isbn=1599962071>

http://books.google.com/books/about/Polarity_Coaching.html?id=4CD1M4e7FTYC

<http://www.mypowersurge.com/documents/ArticleTrueNorth.pdf>

<http://vps96277.vps.ovh.ca/ebooks-30/yc2wqd010b-polarity-coaching-coaching-people-and-managing-polarities-author-kathy-anderson-pdf>

<https://www.linkedin.com/in/kathy-anderson-50983810>

https://www.goodreads.com/author/list/150468.Kathy_Anderson

[Images for kathy anderson on polarities](#)

[Images for Polarity Coaching: Coaching People & Managing Polarities \[Kathy Anderson\]](#)

Polarity Management: Identifying and Managing Unsolvable Problems [Barry Johnson Ph.D.]

Some complex problems simply do not have "solutions." The key to being an effective leader is being able to recognize and manage such problems. *Polarity Management* presents a unique model and set of principles that will challenge you to look at situations in new ways. Also included are exercises to strengthen your skills, and case studies to help you begin applying the model to your own unsolvable problems.

<http://www.amazon.com/Polarity-Management-Identifying-Managing-Unsolvable/dp/0874251761>

http://www.goodreads.com/book/show/288117.Polarity_Management

<https://rowman.com/ISBN/9781566993906/Managing-Polarities-in-Congregations-Eight-Keys-for-Thriving-Faith-Communities>

https://books.google.com/books/about/Polarity_Management.html?id=z9NM0CO9PncC

http://www.jpr.org.uk/documents/14-06-19.Barry_Johnson.Polarity_Management.pdf

<http://www.gisc.org/gestaltreview/documents/managingpolarities-aninterviewwithbarryjohnsonph.d.pdf>

http://www.team-building-leadership.com/polarity_management.html

<http://www.uuce.org/assets/McKandersHandout.pdf>

<http://www.polaritypartnerships.com/#the-kitchen>

<http://deeperleadershipinstitute.com/dr-barry-johnson-ph-d/>

<https://www.linkedin.com/in/barry-johnson-32871056>

<https://www.amazon.com/Barry-Johnson/e/B001KISZ6W>

http://www.goodreads.com/author/show/167030.Barry_Johnson

[Images for Barry Johnson, author](#)

[Images for Polarity Management: Identifying and Managing Unsolvable Problems \[Barry Johnson Ph.D.\]](#)

Polarization and the Healthier Church: Applying Bowen Family Systems Theory to Conflict and Change in Society and Congregational Life by Ronald W. Richardson (Author)

Polarization is endemic in North American society. We see its effects in nearly every political, cultural, theological, and social issue. The polarized issues that exist today are not new; they have existed for all time, and some may never be resolved. What is different today, though, is the intensity of anger and hatred we experience. Society seems unable to deal with the problems and move forward. The approach Ronald Richardson describes here promotes neither a left nor right political agenda. Building on many of the strategies offered in his earlier book, *Creating a Healthier Church*, the practical strategies presented here are based on his own successful approach to guiding church leaders, congregations, and community groups from conflict to understanding and cooperation. Once again, the application of Bowen family systems theory to the work of church leadership provides them with effective approaches to resolving divisive issues before they do irreparable damage to the church community.

<https://www.amazon.com/Polarization-Healthier-Church-Appling-Congregational/dp/1475006098>

<https://www.barnesandnoble.com/w/polarization-and-the-healthier-church-ronald-richardson/1111317607>

<https://www.bookdepository.com/Polarization-Healthier-Church-Ronald-W-Richardson/9781475006094>

<https://books.google.com/books?isbn=1623092191>

http://day1.org/4594-is_your_church_polarized

<http://margaretmarcuson.com/ron-richardson-on-polarization-and-the-healthier/>

<http://margaretmarcuson.com/is-your-church-polarized/>

https://www.healthycongregations.com/wp-content/uploads/2015/06/Family_Systems_Bibliography.pdf

<https://www.linkedin.com/in/barry-johnson-32871056>

<https://www.amazon.com/Ronald-W.-Richardson/e/B001JS10P6>

http://www.goodreads.com/author/list/14126643.Dr_Ronald_W_Richardson

[Images for Ronald W. Richardson \(Author\)](#)

[Images for Polarization and the Healthier Church: Applying Bowen Family Systems Theory to Conflict and Change in Society and Congregational Life by Ronald W. Richardson \(Author\)](#)

13) In praise of independent thinking

I do not fall into the “basket of deplorables” that a 2016 presidential candidate spoke of

Basket of deplorables - Wikipedia

“Basket of deplorables” is a phrase from a [2016 presidential election](#) campaign speech delivered by Democratic nominee [Hillary Clinton](#) on September 9, 2016, at a campaign fundraising event, which Clinton used to describe half of the supporters of her general election opponent, Republican nominee [Donald Trump](#). Clinton later said that she “regrets saying half [of Trump's supporters]”, and the Trump campaign repeatedly used the phrase against her during and after the [2016 presidential election](#). Many Trump supporters adopted the “Deplorable” moniker for themselves. After Clinton’s loss, some journalists and political analysts questioned whether the speech played a role in the election’s outcome; Clinton herself wrote in her book [What Happened](#) that it was one of the factors for her loss.

https://en.wikipedia.org/wiki/Basket_of_deplorables

[Images for basket of deplorables](#)

or “ignorant hillbillies” who “smell” that the FBI counterintelligence agent characterized in an email to his FBI lawyer paramour.

EDITORIAL: Strzok disgraces law enforcement community | Opinion

Members of Congress forced Strzok to read communiques that promise to stop Trump’s election, referencing the suspect with f-bombs and other unseemly and disparaging labels. Another email complains of the “smell” of Trump supporters in a rural Virginia Walmart. Another called Trump supporters “ignorant hillbillies.”

https://gazette.com/opinion/editorial-strzok-disgraces-law-enforcement-community/article_d7486ee8-8640-11e8-98fc-e3a5ca4ddeac.html

[Images for FBI counterintelligence agent peter strzok](#)

[Images for FBI lawyer paramour lisa page](#)

At the same time, I do not align myself with the kind of smug white liberalism that would make these kinds of comments

The Culture Of The Smug White Liberal | HuffPost

I have spent my life as a Democrat which probably isn’t that surprising considering that I am African-American. One of the things that always attracted me to the party were the ideals of equality, fighting for the little guy and our openness to differing opinions, but lately I have seen my party take a turn that makes me uncomfortable. Somewhere along the way we stopped fighting for the little guy and became the party of the smug, educated elites who look down on those with less education and deem them unable or unworthy of being able to make personal decisions for their own lives.

https://www.huffingtonpost.com/nikki-johnsonhuston-esq/the-culture-of-the-smug-w_b_11537306.html

[Images for smug, educated elites](#)

<https://www.huffingtonpost.com/author/ntreneace-711>

[Images for Nikki Johnson-Huston, Esq.](#)

<http://nikkijohnsonhuston.com/>

and did not vote for the 2016 presidential candidate who used that phrase to dismiss supporters of her opponent. I seek to navigate between the groupthink at both ends of the political spectrum in their respective echo chambers.

14) Figuring out the situation

I remember doing case studies in Clinical Pastoral Education at MD Anderson Hospital in Houston, Texas during the summer of 1976. Now, part of what makes interim ministry interesting is the challenge of trying to figure out various situations. While I do not write up such reports at this point, the methodology I learned then helps me now.

For instance, from another vantage point, I find the work of investor, writer, investments analyst, and financial crimes researcher Charles Ortel to be most interesting when he says, “I like complex problems.”

Clinton Foundation Is The “Largest Unprosecuted Charity Fraud Ever” – YouTube
Charles Ortel, Financial Analyst. Expert on the Clinton Foundation



Charles Ortel - YouTube

https://www.youtube.com/watch?v=pWmiZ-uWcfM&list=PLL2FIK5m2QH7HUpo_cmRieVsyj-zHw0vg&index=4

Charles Ortel, the respected Wall Street analyst who uncovered grave financial discrepancies at GE before its stock crashed in 2008 alleges with particularity and thorough documentation through relentless research and investigation that the Clinton Foundation and its myriad subsidiaries, versions and iterations have committed a number of flagrant irregularities in its tax records and are violating existing charitable, financial disclosure and IRS regulations, laws and statutes. The degree of criminality is breathtaking.

With a nonpareil tenacity Ortel has analyzed with a take-no-prisoners ferocity the “charity” operations of Hillary and Bill Clinton, the Bonnie and Clyde of charity fraud, known collectively as the Clinton Foundation and its myriad tentacles. Ortel’s indefatigable efforts to expose the Clinton corruption machine have resulted in an indictment of the Clintons (figurative, for now) that will boggle the mind.

Wall Street on Parade notes that in a nine-page letter posted to his blog, Ortel calls the Clintons’ charity the “largest unprosecuted charity fraud ever attempted,” adding for good measure that the Clinton Foundation is part of an “international charity fraud network whose entire cumulative scale (counting inflows and outflows) approaches and may even exceed \$100 billion, measured from 1997 forward.” **Ortel lists 40 potential areas of fraud or wrongdoing that he plans to expose over the coming days.**

<https://www.youtube.com/watch?v=7bqoco4HkHM>

Images for respected Wall Street analyst Charles Ortel

https://www.youtube.com/watch?v=NqdlWz-KZL0&list=PLL2FIK5m2QH7HUpo_cmRieVsyj-zHw0vg&index=3&t=0s The Unprosecuted \$100 Billion Clinton Foundation Criminal Global Conspiracy (Part II)

<http://dailycaller.com/2016/11/05/clinton-foundation-is-the-largest-unprosecuted-charity-fraud-ever-video/>

<https://www.lifezette.com/2018/05/time-to-declare-clinton-foundation-biggest-charity-fraud-ever/>

<https://www.theblaze.com/podcasts/listen-author-describes-clinton-foundation-as-largest-unprosecuted-charity-fraud-ever-attempted>

<https://clintonfoundationtimeline.com/category/independent-researchers/charles-ortel/>

Images for financial crimes researcher Charles Ortel

<http://charlesortel.com/concentrating-on-clinton-foundation-facts>

Images for Concentrating on Clinton Foundation Facts - Charles Ortel

<https://www.lifezette.com/polizette/heres-why-there-be-no-more-free-passes-for-the-clinton-foundation/>

<https://www.washingtonexaminer.com/financial-analyst-alleges-major-holes-in-clinton-foundation-records>

<https://sputniknews.com/interviews/201801061060560083-clinton-foundation-probe-analysis/>

Images for clinton-foundation-probe-analysis

<http://wallstreetonparade.com/2016/05/a-harvard-mba-guy-is-out-to-bring-down-the-clintons/>

Images for harvard-mba-guy-is-out-to-bring-down-the-clintons

15) Congenial disputation

Albert Quie, former governor and congressman, state of Minnesota, as well as an ELCA Lutheran, tells how he practices “congenial disputation.”

Resources

God is My CEO: Following God’s Principles in a Bottom-Line World by Larry Julian (Author), Tom Parks (Reader)

“Amazing things happen if individuals can operate as Jesus did. We had a small prayer group of Republicans and Democrats – our political views differed greatly. We agreed that Jesus loved us even though we were sinners, so we could love each other in spite of our differing views. We employed ‘congenial disputation’ – we disputed each other to get to the truth – but we were also courageous enough to be vulnerable and took the time and commitment to build trusting relationships. We grew to love each other despite our differences.”

<https://books.google.com/books?isbn=144056518X>

Page 233

<http://www.barnesandnoble.com/w/god-is-my-ceo-larry-s-julian/1004451032>

http://www.goodreads.com/book/show/162820.God_Is_My_CEO

<https://www.amazon.com/God-CEO-Following-Principles-Bottom-Line/dp/1469257475>

Images for Larry Julian (Author)

Images for God is My CEO: Following God’s Principles in a Bottom-Line World by Larry Julian (Author)

Images for congenial disputation

QUIE, Albert Harold - Biographical Information

QUIE, Albert Harold, a Representative from Minnesota; born on a farm in Wheeling Township, Rice County, near Dennison, Minn., September 18, 1923; attended the grade schools in Nerstrand and high school in Northfield; graduated from St. Olaf College, Northfield, Minn., in 1950; served as a pilot in the United States Navy, 1943-1945; owner and operator of a dairy farm; clerk, District 43 School Board 1949-1952; supervisor, Rice County Soil Conservation District 1950-1954; member of the Minnesota state senate, 1955-1958; elected as a Republican to the Eighty-fifth Congress, by special election, to fill the vacancy caused by the death of United States Representative August H. Andresen, and reelected to the ten succeeding Congresses (February 18, 1958-January 3, 1979); was not a candidate for reelection in 1978 but was a successful candidate for Governor of Minnesota and served from January 1, 1979, until January 3, 1983; not a candidate for reelection in 1982; appointed to the President’s Advisory Committee for Trade Negotiations, 1982; lecturer and teacher, 1983-1986; area director,

Prison Fellowship, Minnesota and North Dakota, 1986-1987; executive vice president, Prison Fellowship USA, 1987-1988; is a resident of Minnetonka, Minn.



<http://bioguide.congress.gov/scripts/biodisplay.pl?index=Q000010>

https://en.wikipedia.org/wiki/Al_Quie

[Images for al quie](#)

<http://www.startribune.com/former-governor-al-quie-still-mixing-it-up-in-gop-politics-at-90/266888761/>

<http://www.twincities.com/2013/09/17/al-quie-a-life-in-the-middle/>

<https://www.mprnews.org/story/2013/09/18/news/gov-al-quie>

http://news.minnesota.publicradio.org/features/2003/09/19_helmsm_quie/

16) What is right? *not* Who is right?

When dealing with contested matters, I seek to be at my best by remembering to ask the important question. I learned this distinction many years ago while using [Be Good to Each Other: An Open Letter on Marriage by Lowell Erdahl - Augsburg Fortress](#) for pre-marital conversations with couples preparing to be married.

Resources

[Be Good to Each Other: An Open Letter on Marriage by Lowell Erdahl](#)

Not Who's Right? but What's Right?

<https://books.google.com/books?isbn=0806625414>

Page 41

<https://store.augsburgfortress.org/store/product/5490/Be-Good-to-Each-Other>

https://books.google.com/books/about/Be_Good_to_Each_Other.html?id=tsjmezf7oOAC

https://www.goodreads.com/author/show/600059.Lowell_O_Erdahl

[Images for Be Good to Each Other: An Open Letter on Marriage by Lowell Erdahl Not Who's Right? but What's Right?](#)

Thomas Huxley Quotes - BrainyQuote

It is not who is right, but what is right, that is of importance.

http://www.brainyquote.com/quotes/authors/t/thomas_huxley.html

[Images for It is not who is right, but what is right, that is of importance.](#)

17) Solve problems

Daniel is an example of a leader who was given the ability to solve problems.

The Writing on the Wall

¹²because an excellent spirit, knowledge, and understanding to interpret dreams, explain riddles, and **solve problems** were found in this Daniel, whom the king named Beltshazzar. Now let Daniel be called, and he will give the interpretation.'

[oremus Bible Browser: Daniel 5:12](#)

<http://bible.oremus.org/?passage=Daniel+5:12>

[Images for understanding to interpret dreams, explain riddles, and solve problems were found in this Daniel](#)

One colleague related to me that one of the reasons she liked interim ministry was that she liked to solve problems.

Resources

[Albert Einstein Quotes - BrainyQuote](#)

We cannot **solve our problems** with the same thinking we used when we created them. Albert Einstein

http://www.brainyquote.com/quotes/authors/a/albert_einstein.html

[Images for We cannot solve our problems with the same thinking we used when we created them. Albert Einstein](#)

<http://churchrelevance.com/einsteins-solution-to-church-problem-solving/>

How to Be a Problem-Solving Leader - ChurchLeaders.com

I often hear ministry workers wish they lived problem-free lives. Well, there are people who have a problem-free existence...but they're all dead. The only people I know who don't deal with challenges like stress, budgets, and relationships are stretched out in the cemetery. Notice I said "challenges" rather than "problems." That's no accident. I've found that some things I considered problems turned out to be tremendous blessings. They're the very situations that helped me grow and changed my life for the better. Whatever problems you face in ministry, decide to view them not just as problems but also as challenges God wants to help guide you through. That attitude keeps you teachable—and invites God's guidance.

<http://www.churchleaders.com/children/childrens-ministry-how-tos/152517-how-to-be-a-problem-solving-leader.html>

[Images for How to Be a Problem-Solving Leader - ChurchLeaders.com](#)

<http://www.churchleadership.org/pages.asp?pageid=66929>

Images for Problem Solving – Church

https://thinktheology.co.uk/blog/article/solving_problems_or_making_things_new

<http://solvechurchproblems.com/>

Images for solve church problems

<https://www.christianitytoday.com/pastors/2009/spring/pastoral-problem-solving.html>

<http://mpichurch.net/2013/05/19/problem-solving-proverbs/>

Images for Problem Solving Proverbs

http://www.stvasilios.org/our_parish/our_clergy/messages_and_sermons/2012/the-virtue-of-problem-solving

Images for Virtue of Problem Solving

149 best Problem Solving images on Pinterest | Teaching ideas

<https://www.pinterest.com/pammyz/problem-solving/>

Images for Problem Solving images on Pinterest

<https://www.pinterest.com/tirzahdawn/problem-solving/>

<https://www.pinterest.com/iluvsd/problem-solving/>

<https://www.pinterest.com/jenjiverson/problem-solving/>

<https://www.pinterest.com/abaresources/problem-solving/>

Problem Solving Quotes (354 quotes) - Goodreads

<https://www.goodreads.com/quotes/tag/problem-solving>

Images for problem solving quotes

Problem Solving Strategies - YouTube

A video created by a KDP member (Vutheary Heang) that showcases everyday images and problem solving strategies.

<https://www.youtube.com/watch?v=4U04TbCR28g>

Images for Problem Solving Strategies - YouTube

<https://www.youtube.com/watch?v=k4I5ObRk4ZQ> Problem Solving Strategies — 3 Tips for Solving Problems - YouTube

Images for Problem Solving - YouTube

<https://www.youtube.com/watch?v=Bt7i0UyLjmg> Six Steps to Problem Solving - YouTube

Images for Steps to Problem Solving

<https://www.youtube.com/watch?v=bZXDGQSuF9I> 6 Step Problem Solving - YouTube

https://www.youtube.com/watch?v=Xa8d9p_2Fkc Problem Solving Strategy: Draw a Picture or Diagram - YouTube

Problem solving - Wikipedia

Problem solving consists of using generic or ad hoc methods, in an orderly manner, for finding solutions to problems.

https://en.wikipedia.org/wiki/Problem_solving

Images for problem solving

The 4 Most Effective Ways Leaders Solve Problems - Forbes

Problem solving is the essence of what leaders exist to do.

<http://www.forbes.com/sites/glennlopis/2013/11/04/the-4-most-effective-ways-leaders-solve-problems/#51ce38422bda>

Images for The 4 Most Effective Ways Leaders Solve Problems - Forbes

<https://mylearning.nps.gov/library-resources/4-most-effective-ways-leaders-solve-problems/>

<https://uqn.com/four-effective-ways-solve-problems/>

<https://www.businessinsider.com/problem-solving-tactics-of-great-leaders-2013-11>

<https://www.forbes.com/sites/theyec/2018/05/18/how-to-successfully-identify-problems-worth-solving/#107f84f31cb4>

<https://www.forbes.com/sites/lizryan/2017/12/04/how-to-answer-tell-me-about-a-problem-you-solved/#de04f3d249ec>

<https://www.forbes.com/sites/forbescoachescouncil/2016/11/21/how-to-adopt-a-collaborative-problem-solving-approach-through-yes-and-thinking/#661fd76a6694>

Images for collaborative problem solving

<https://www.forbes.com/sites/daviddisalvo/2017/11/20/problem-solving-gives-the-brain-a-buffer-against-anxiety-according-to-new-study/#56109d67e338>

<https://www.forbes.com/sites/raquelbaldelomar/2017/11/29/how-to-help-your-employees-improve-their-problem-solving-skills/#2eb14df9603f>

Images for problem solving skills

[#2](https://www.forbes.com/sites/williamcraig/2018/05/22/5-qualities-an-exponential-leader-must-embody/#5221dbf51dce)

<https://www.amazon.com/Creative-Problem-Solvers-Toolbox-Solutions/dp/0963222104>

Images for creative problem solvers

What Does the Bible Say About Problem Solving? - OpenBible.info

http://www.openbible.info/topics/problem_solving

Images for bible and problem solving

www.bibleinfo.com/en/topics/problem-solving

<https://bible.knowing-jesus.com/topics/Problem-Solving>

<http://applygodsword.com/biblical-problem-solving/>

Images for biblical problem solving

www.directionjournal.org/19/2/phases-in-problem-solving-biblical-model.html

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Problem-Solving/>

<https://www.amazon.com/Journey-Into-Biblical-Problem-Solving/dp/1936325624>

<https://bible.org/seriespage/28-problem-solving>

www.bible-teaching-about.com/problemsolving.html

<https://www.livingwatermuscatine.com/matthew-18.html>

Images for Matthew 18 Principle for Solving People Problems

<http://bibleoutlines.com/library/pdf/1corinthians.pdf>

Images for Key to Solving Church Problems

<https://qbible.org/doctrines-post/10-problem-solving-devices/>

<http://www.sermoncentral.com/sermons/problem-solving-bledar-valca-sermon-on-unity-104504.asp>

<https://rickthomas.net/the-first-and-unique-step-to-solve-your-problems/>

<http://bibleoutlines.com/library/pdf/1corinthians.pdf> [PDF]THE KEY TO SOLVING CHURCH PROBLEMS: EXALT GOD RATHER THAN MAN

<https://bible.org/seriespage/lesson-16-solving-problems-church-acts-61-7>

Images for Solving Problems in the Church

<http://seminolepointecofc.org/articles/?p=546> The Church at Corinth (God's Approved Pattern for Solving Church Problems)

Images for God's Approved Pattern for Solving Church Problems

<http://www.bible-teaching-about.com/problemsolving.html>

Images for bible teaching about problem solving

http://www.blestarewe.com/sites/default/files/all_files/Grade8Unit1Chap3ans.pdf

Images for Early Church Problem Solving

18) Irritating personalities

A story in the church history from one of the congregations I served tells of how in Sweden in the 1600s a prominent church painter was commissioned for a painting in the new church. He stayed with a farm family.

“The devil, yes, it has a special story. Joneaus (the painter) during the time he was working lived in the house of a farmer in the parish. The farmer often annoyed the painter, with whom he often had hard words. But he got revenge in his own way – when the depiction of hell was completed, and the devil stood there among the unblessed spirits with horn, tail and everything, it was so like a portrait of the irritating farmer that no one in the congregation could fail to recognize him.”

I include this story as a way of showing that irritability and one of indirect ways people respond to irritability is nothing new.

Resources

Are You an Irritable Christian - Smithville church of Christ

Love may not alter the irritating people who get on your nerves at times. But love will alter you and keep you from being a touchy, irritable Christian who is easily provoked.

http://www.smithvillechurch.org/html/are_you_an_irritable_christian.html

Images for Are You an Irritable Christian

<https://www.crossway.org/blog/2012/04/do-you-take-your-irritability-seriously/>

<https://www.desiringgod.org/articles/lay-aside-the-weight-of-irritability>

<https://www.charismamag.com/life/health/23669-1-way-to-break-free-of-anger-irritability-and-depression>

Images for break free of irritability

<https://christianitymatters.com/2012/09/27/respectable-sins-impatience-irritability/>

<https://www.crosswalk.com/family/marriage/doctor-david/irritable-men-frustrated-women-11642592.html>

<http://experimentaltheology.blogspot.com/2009/12/irritable-restlessness.html>

Images for irritable restlessness

https://www.reddit.com/r/Christianity/comments/32tx31/questions_on_being_an_irritable_christian/

<http://truediscipleship.com/irritability-and-annoyances/>

Images for irritability and annoyances

<http://www.hbchurch.info/pastors-blog/impatience-irritability-and-anger>

Images for Impatience, Irritability, and Anger

Irritated Quotes - BrainyQuote

<http://www.brainyquote.com/quotes/keywords/irritated.html>

Images for irritable quotes

Prayer: When Irritability Strikes | Lord, Face and Gift - Pinterest

<https://www.pinterest.com/pin/418482990348671301/>

Images for irritability on pinterest

<https://www.pinterest.com/pin/471400285986196227/> Bipolar & Anger: Getting Control of Irritability and Outbursts

<https://www.pinterest.com/pin/261842165809627087/> Discover ideas about Colossians 3 free kindness/irritability printables

What Does the Bible Say About Irritable? - OpenBible.info

<https://www.openbible.info/topics/irritable>

Images for bible and irritable

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Irritable/>

<http://biblehub.com/topical/i/irritable.htm>

<https://bible.knowing-jesus.com/topics/Irritation>

<https://gbfc.org/blog/2012/1/15/love-is-not-irritable>

<https://www.desiringgod.org/articles/lay-aside-the-weight-of-irritability>

Images for lay-aside-the-weight-of-irritability

<http://truediscipleship.com/irritability-and-annoyances/>

<https://www.crossway.org/articles/do-you-take-your-irritability-seriously/>

<http://makinghome.blogspot.com/2011/08/irritability.html>

<https://christianitymatters.com/2012/09/27/respectable-sins-impatience-irritability/>

<https://www.youtube.com/watch?v=ZujMPqTU-ws> "Love Is Not Irritable" (1 Cor 13:5) 11/2/14 - YouTube

Images for "Love Is Not Irritable" (1 Cor 13:5)

19) Debt, debt, debt...

One congregation did an extensive renovation and addition to their facility only to find themselves falling farther behind in debt following the economic downturn of 2008 and the conflict surrounding the vote on **A Social Statement on Human Sexuality: Gift and Trust - ELCA** at the **2009 ELCA Churchwide Assembly**. It was described to me that the cloud of debt cast its shadow over everything.

Resources

Get Your Church Out of Debt | James D. Klote & Associates

The number of congregations around the United States with significant debt is growing every day. To say it is reaching epidemic proportions is not an overstatement. Years ago, most prospective clients called regarding the need to raise funds for new construction, renovation and property acquisition. Today, most calls discuss the need to reduce debt.

<http://www.jdklote.com/newsletters/articles/get-your-church-out-of-debt>

Images for Get Your Church Out of Debt | James D. Klote & Associates

The High Cost of Debt in Ministry - Ministry Today

PAINFUL LESSONS LEARNED FROM DEBT

Following are a few of the painful lessons we learned behind God's woodshed about the dangers of excessive debt.

<http://ministrytodaymag.com/index.php/ministry-leadership/finance/1491-the-high-cost-of-debt-in-ministry>.

Images for The High Cost of Debt in Ministry - Ministry Today

<https://ministrytodaymag.com/278-archives>

Turning a Financially Troubled Church Around - Crown

Even though there are more churches than ever before in the history of America facing financial problems, there is no simple, quick-fix formula that has proved always to work to reverse financial difficulties.

The most obvious thing that pastors, staff, leaders, and congregations should do first is to pray for God's wisdom and direction. Along with prayer, there are a few principles that, when followed resolutely, have proved to be effective in turning around financially troubled churches and ministries.

Some of these principles may seem drastic in today's credit society, but if they are followed without compromise, financial turnaround has proved to be the ultimate result.

<https://www.crown.org/blog/turning-a-financially-troubled-church-around/>

Images for Turning a Financially Troubled Church Around - Crown

<https://www.crown.org/resource-category/debt/>

25+ best Get out of debt ideas on Pinterest | Tips to save money

<https://www.pinterest.com/explore/get-out-of-debt/>

Images for out of debt pinterest

<https://www.pinterest.com/pennypinchinmom/get-out-of-debt/>

<https://www.pinterest.com/youneedabudget/get-out-of-debt/>

<https://www.pinterest.com/lennette1963/striving-to-be-debt-free/>

<https://www.pinterest.com/moneymagazine/how-to-get-out-of-debt/>

<https://www.pinterest.com/daveramsey/beat-debt/>

Images for daveramsey/beat-debt

<https://www.pinterest.com/runrunner/debt-elimination/>

Images for debt-elimination

What Could the Church Do...Debt-Free? - daveramsey.com

The American Church is \$33 billion in debt.

Think about that for a second. The Church could easily extend relief to Africa, Katrina victims, and even our inner-city homeless with that kind of money. But with that overwhelming debt (that some consider manageable), our hands are tied. If we're going to be the hands and feet of God, we must begin managing God's resources better.

After all, that's what stewardship is all about.

http://www.daveramsey.com/article/what-could-the-church-do-debt-free/lifeandmoney_church/

Images for What Could the Church Do...Debt-Free? - daveramsey.com
<https://www.daveramsey.com/blog/5-characteristics-of-a-debt-free-church>
<https://www.daveramsey.com/momentum/faq/>

What Does the Bible Say About Paying Debt? - OpenBible.info

https://www.openbible.info/topics/paying_debt
https://www.openbible.info/topics/paying_debt

Images for bible and debt

<https://christianpf.com/what-the-bible-says-about-debt/>

<https://bible.knowing-jesus.com/topics/being-in-debt>

<http://www.patheos.com/blogs/christiancrier/2015/10/12/top-6-bible-verses-about-debt-and-being-in-debt/>

Images for bible-verses-about-debt-and-being-in-debt

<https://www.stewardship.com/articles/what-does-the-bible-say-about-debt>

<https://www.gotquestions.org/money-debt.html>

<https://www.biblestudytools.com/topical-verses/money-bible-verses/>

It would seem to me that getting out of previously incurred debt would be even more important following the COVID-19 pandemic and the lockdown of the economy and lockout of congregants from their churches.

20) Beholden to benefactors

Warning against partiality

2My brothers and sisters, do you with your **acts of favoritism** really believe in our glorious Lord Jesus Christ? 2For if a person with gold rings and in fine clothes comes into your assembly, and if a poor person in dirty clothes also comes in, 3and if you take notice of the one wearing the fine clothes and say, "Have a seat here, please," while to the one who is poor you say, "Stand there," or, "Sit at my feet," 4have you not made distinctions among yourselves, and become judges with evil thoughts? 5Listen, my beloved brothers and sisters. Has not God chosen the poor in the world to be rich in faith and to be heirs of the kingdom that he has promised to those who love him?

oremus Bible Browser: James 2:1-5

<http://bible.oremus.org/?passage=James+2%3A1-5&version=nrsv>

Images for warning against partiality

A member of an open country congregation owned a large farm and gave sizeable contributions. Following the decision on **A Social Statement on Human Sexuality: Gift and Trust - ELCA** at the **2009 ELCA Churchwide Assembly**, the patriarch of the congregation told me that the farmer asserted to him that, if the congregation did not leave the ELCA, he (the farmer) would leave the congregation. The congregation chose to disaffiliate from the ELCA. I lasted six months when it was decided it would be best for me to move on to another assignment.

The Executive Committee at a congregation with an average worship attendance of 300+ in the neighboring city wanted me – as an interim solo pastor head of staff following the departure of 2 full-time pastors - to personally visit the top 50 givers in the congregation and thank them. When this same Executive Committee told me 4 months later that I "was not the right fit for the congregation," one of the complaints was that I had not visited the top 50 givers.

What should be the pastor's posture toward identified benefactors? Benefactor literally means "a person who confers a benefit," but when a pastor and members become **beholden** to (a) **benefactor**(s), then the relationship becomes strained.

Resources

beholden - definition of beholden by The Free Dictionary

Owing something, such as gratitude, to another; indebted.

[Middle English biholden, past participle of biholden, *to observe*; see behold.]

<http://www.thefreedictionary.com/beholden>

Images for definition of beholden

Benefactor - Definition and More from the Free Merriam Dictionary

a person who confers a benefit; kindly helper.

<http://dictionary.reference.com/browse/benefactor>

Images for Benefactor - Definition

Five Ways Church Members Hold the Church as a Financial Hostage – ThomRainer.com

Do you know any church members who have made demands based upon their financial giving to the church?

<http://thomrainer.com/2015/04/five-ways-church-members-hold-church-financial-hostage/>

Images for Church Members Hold the Church as a Financial Hostage – ThomRainer

<http://thomrainer.com/2015/08/financial-giving-accountability-for-members-and-staff-rainer-on-leadership-147/>

<http://thomrainer.com/2015/02/nine-concerns-church-members-withhold-financial-gifts/>

https://en.wikipedia.org/wiki/Thom_S._Rainer

<http://www.lifeway.com/n/Popular-Authors/Thom-Rainer>

<https://www.facebook.com/Thom.S.Rainer/>

[Images for thom rainer \(author\)](#)

United we stand

¹⁰Now I appeal to you, brothers and sisters, by the name of our Lord Jesus Christ, that all of you be in agreement and that there be no divisions among you, but that you be united in the same mind and the same purpose.
(1 Corinthians 1:10)

So, who is the most important person in your congregation? Not the pastor, music director, council president, or even the most generous benefactor. Consider! Before whom do all knees bow, all hearts confess, all minds acknowledge lordship? Brothers and sisters, only in Christ alone will we ever experience that elusive unity, that healing peace beyond all human understanding. Christ alone is the crucial one!

Christ In Our Home: January, February, March 2014. (ISSN 0412-2968), published quarterly by Augsburg Fortress, PO Box 1209, Minneapolis, MN 55440. Page 28.

21) Fascinating

An assistant to the bishop wrote the following about a new assignment: "I have a feeling that there are some complex issues there that you will find fascinating."

Resources

[How Congregations Can Sustain Pastoral Excellence | The Network](#)

John Ortberg tells a fascinating story that illustrates the importance of adaptation and change. Researchers at the University of California at Berkeley decided to see what would happen if they put an amoeba into a perfectly stress-free environment and protected the amoeba from any changes that would force it to react. They kept temperatures, moisture levels, light levels and food supplies constant. There was nothing in the environment to which the amoeba had to adjust. One would think this would be one happy little amoeba. Nothing to give this amoeba ulcers or high blood pressure. But alas, the amoeba died! It had nothing to resist and, in the process, it died. All living organisms, including the church, are in a constant state of adaptation and change simply by virtue of being alive.

<https://network.crcna.org/pastors/how-congregations-can-sustain-pastoral-excellence>

[Images for How Congregations Can Sustain Pastoral Excellence | The Network](#)

[Is Your Church Fascinating? – Margaret Marcuson](#)

Every congregation is fascinating. How can you tease out what it is they do and when? (Asking "why" is rarely useful.) What are the patterns that you see? When we can remain curious about our church's story, past and present, we will be less likely to become willful, frustrated, or burned out.

<http://margaretmarcuson.com/is-your-church-fascinating/>

[Images for Is Your Church Fascinating? – Margaret Marcuson](#)

22) More than one side

The departing pastor told one side of the story. The remaining church secretary told another side of the story. I talked to others to get their sides of the story.

Resources

[Best 25+ 2 sides to every story quotes ideas on Pinterest](#)

<https://www.pinterest.com/explore/2-sides-to-every-story-quotes/>

<https://www.pinterest.com/niralangford/two-sides-to-every-story/>

[Images for 2 sides to every story on Pinterest](#)

[Both Sides Quotes - BrainyQuote](#)

https://www.brainyquote.com/topics/both_sides

[Images for Both Sides Quotes](#)

<https://www.goodreads.com/quotes/tag/two-sides-to-the-story>

[Images for quotes/tag/two-sides-to-the-story](#)

<https://www.goodreads.com/quotes/tag/sides>

www.azquotes.com/quotes/topics/two-sides.html

<https://www.inspiringquotes.us/topic/1203-two-sides>

[There Are Always Two Sides To Every Story | HuffPost](#)

When I hear people say things like "it was all his fault" or "she hurt me when she turned on me" I try to imagine what the other person in the story might be saying or thinking. Because nothing is as simple as he said/she said or he did/she did.

https://www.huffingtonpost.com/sharon-greenthal/life-lessons_b_5120740.html

[Images for There Are Always Two Sides To Every Story | HuffPost](#)

23) Take a stand but stay in touch

At one interim site, 2 of the first people to stop by the pastor's study turned out to be those who exerted considerable influence. The 2 men sought to impress upon me how long they had been at the congregation and in the community and what important roles they played in both settings. In not too subtle ways, they intimated that they gave substantially more than others and that I would be best

advised to show deference to them. The family systems rule of thumb to take a stand but stay in touch served me well. Such people respect someone who stands up to them. They may not like it but cannot help but respect it. At the same time, to cut off contact would have only invited further opposition, either overt or covert.

Resources

Assessing Your Restoration Potential

Powerbrokers: Able to work with influencers

<http://www.crmleaders.org/sites/default/files/assesstorepotential.pdf>

Page 5

[Images for Powerbrokers: Able to work with influencers](#)

Congregational Leadership in Anxious Times

Differentiation - The relative ability of people to guide their own functioning by: thinking clearly, acting on principle, defining self by taking a position, coming to know more about their own instinctive reaction to others Bowen Theory, learning to regulate those reactions, staying in contact with others, choosing a responsible course of action, balancing 2 life forces...individuality & togetherness.

Differentiation: (intentional, responsive, responsible, thoughtful) takes a stand; focuses on self (i.e. sees how he contributes to the situation); stays connected to others (listening, exchanging ideas); sets clear goals; seeks challenge.

http://rockhay.tripod.com/cohort/Congregational_Leadership_in_Anxious_Times.pdf

Page 2

[Images for Congregational Leadership in Anxious Times - Differentiation](#)

Leadership on the Line - ShearonForSchools.com

Chapter 4: Think Politically

Leaders need to find partners, including authority figures, but also members of the factions for whom change will be very difficult. Keep the opposition close and acknowledge their loss. Point out the values in the organization that support the change and the reasons it is needed, but also acknowledge and name the loss that will be suffered by members of the community. The leader should accept responsibility for her piece of the mess, model the type of behavior needed through the change process, and be willing to accept casualties.

http://www.shearonforschools.com/leadership_on_the_line.htm

Page 11

<https://eboardsecure.dcsdk12.org/attachments/9fa8dcc2-05dd-4b73-9178-5cfff531a918.pdf>

[Images for Leadership on the Line - Think Politically](#)

Leadership Principles from Peter Drucker

4. **An organization begins to die the day it begins to be run for the benefit of the insiders** and not for the benefit of the outsiders.

http://www.ministryhealth.net/mh_articles/260_gm_drucker_principles_leadership.html

[Images for Leadership Principles from Peter Drucker](#)

<https://www.amazon.com/Peter-F.-Drucker/e/B000AP61TE>

https://www.goodreads.com/author/show/12008.Peter_F_Drucker

The Evangelical Pastor: Pastoral Leadership for a Witnessing People by Mark A Olson (Author)

Chapter 4 Qualities of the Evangelical Pastor

Three Qualities for Effective Leadership

Self-Differentiation, Staying in Touch, Resistance

<http://www.amazon.com/The-evangelical-pastor-leadership-witnessing/dp/B0006EZPI2>

Page 74

[Images for Chapter 4 Qualities of the Evangelical Pastor Three Qualities for Effective Leadership Self-Differentiation, Staying in Touch, Resistance](#)

24) Hold one's own

I came to realize early on that many strong personalities in one congregation exerted themselves and tested the limits. Whoever would serve at this setting needed the ability to, at the very least, hold one's own.

Urban Dictionary: Holding your own

Most say it started out as meaning to stand your ground, to not let life, or anyone else for that matter, push you around.

<http://www.urbandictionary.com/define.php?term=Holding+your+own>

[Images for Dictionary: Holding your own](#)

25) Unwritten rules of the church kitchen

As a Norwegian Lutheran, my experience is that Norwegian Lutherans enjoy making fun of themselves. Garrison Keillor made a career of poking fun of Norwegian Lutherans in his radio show Prairie Home Companion.

The *Church Basement Ladies* musicals take a hilarious look at life in a church basement kitchen.

Resources

Church Basement Ladies - Wikipedia

Church Basement Ladies is a musical comedy, book by Jim Stowell and Jessica Zuehlke, and music and lyrics by Drew Jansen. The story is about the ladies that work in the church basement cooking meals for church functions. The musical is

inspired by the humorous book *Growing Up Lutheran*, by Janet Letnes Martin and Suzann Nelson. Published in 1997, *Growing Up Lutheran* is a humorous "scrapbook of memories" of what it was like to grow up Lutheran in the Midwest in the 1950s.

https://en.wikipedia.org/wiki/Church_Basement_Ladies
[Images for church basement ladies](#)

The 122 best images about church basement ladies on Pinterest
<https://www.pinterest.co.uk/kimwillard/church-basement-ladies/>
[Images for church basement ladies on pinterest](#)
<https://www.pinterest.com/kaylaschmitt/church-basement-ladies/>

Church kitchens have rules, which are written and unwritten.

Resources

[PDF] [An Example of a Kitchen Manual from a Minnesota Church](#)
www.health.state.mn.us/divs/eh/food/pwdu/fsp/cookcrowd/kitchenmanual.pdf
[Images for Kitchen Manual from a Minnesota Church](#)

[PDF] [Policy, Rules & Regulations for Use of Church Kitchen Facilities](#)
<http://www.ccpki.org/wp-content/uploads/2015/01/Application-for-Kitchen-Use-rental-Request-2014-03-12.pdf>
[Images for Policy, Rules & Regulations for Use of Church Kitchen Facilities](#)

[PDF] [RULES FOR USE OF THE KITCHEN/ FELLOWSHIP HALL](#)
http://www.fvbaptist.org/download_file/view/123/
[Images for RULES FOR USE OF THE KITCHEN](#)

Other rules are unwritten. One congregation added a kitchen and fellowship hall decades earlier and turned the nave around so that people entered the fellowship hall. Directly to the left of the entry door was the entry passage to the kitchen. The people resisted any suggestions to install a dish washer because they liked washing dishes in the sink and drying dishes together around the counter in the center of the kitchen. Children were given stools to stand on to take part on the same level as adults. One pastor, who interviewed for the position of installed pastor years earlier, related to me that he did not want to serve there because the fellowship hall looked unkempt. It's probably just as well because as far as I could tell people seemed to prefer the lived-in look, which resembled the farm houses of the two patriarchs. After some time there, I had the temerity to suggest to the Women of the ELCA treasurer that appearances might look better if the 50-gallon plastic garbage cans fully visible when one walked in the door had lids on them. She replied that she never really noticed but took the suggestion well and purchased three lids. In addition, I straightened up the books on the "library" shelves and took down old posters from the bulletin board. Other than that, I kept my thoughts on appearances to myself.

Resources

[Beyond the Forestline: The Life and Letters of Bengt Sundkler by Marja-Liisa Swantz](#)

Yet even at this church the facts of segregation - as practised by the Church - were ... large building with two entrance doors, a main door and the kitchen door. ... I was simply too interested in these people to abide by any **unwritten rules**.

<https://books.google.com/books?isbn=0852445601>

Page 21

[Sacred Sites and Repatriation by Joe Watkins](#)

Is a church kitchen or nursery sacred? Are church bathrooms sacred? ... There are **unwritten rules** and regulations that govern an individual's behavior at the site ...

<https://books.google.com/books?isbn=1438101295>

Page 90

[Vanishing Boundaries: The Religion of Mainline Protestant Baby Boomers by Dean R. Hoge](#)

One woman was angry about an episode when she transgressed the **unwritten rules** the "old biddies" in her church had established for using the church kitchen.

<https://books.google.com/books?isbn=0664254926>

Page 133

[Images for unwritten rules the "old biddies" in her church had established for using the church kitchen](#)

[Wide Welcome: How the Unsettling Presence of Newcomers Can Save the Church by Jessicah Krey Duckworth](#)

Written and **unwritten rules** guide who can and who cannot use the kitchen.

<https://books.google.com/books?isbn=1451426259>

Page 65

[Images for unwritten rules guide who can and who cannot use the church kitchen](#)

26) Digital Divide

One of the matriarchs of the open country congregation wrote, edited, and assembled the monthly newsletter on a volunteer basis for 25+ years. She took the summers off, though, so there was no newsletter in June, July, August. A year or so after she retired, the Women of the ELCA met on a Sunday morning before the service of worship on my first Sunday there. I could not be present because I was officiating at the service of worship at the village congregation. I heard afterwards that there was no little consternation because at the meeting this matriarch's daughter-in-law stated that, if the women's organization was to secure her involvement, she would have to

be notified by text because she did not respond to voicemail or email. I remember seeing the mother-in-law at the service of worship in her regular pew but not the daughter-in-law.

Resources

Bridging the digital divide in older adults: a study from an initiative to inform older adults about new technologies

Purpose

In a society where technology progresses at an exponential rate, older adults are often unaware of the existence of different kinds of information and communication technologies (ICTs). To bridge the gap, we launched a 2-year project, during which we conducted focus groups (FGs) with demonstrations of ICTs, allowing older adults to try them out and to share their opinions. This study aimed at investigating how participants perceived this kind of initiative and how they reacted to different kinds of ICTs.

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4296914/>

[Images for Bridging the digital divide in older adults: a study from an initiative to inform older adults about new technologies](#)

Five Ways Leaders Bridge the Generational Divide - Forbes

Those of us in HR and [Leadership](#) roles have seen too many walls go up between the [different generations](#). There's mistrust and unease all around. The Millennials consider the Boomers a bunch of old fogeys. The Xers feel caught between. Boomers can be condescending and closed-minded. And who suffers most because of this generational dysfunction? The organization! Performance and profits. **For** leaders, the challenge is clear: get everyone on the same page/screen.

<https://www.forbes.com/sites/meghanbiro/2013/10/13/five-ways-leaders-bridge-the-generational-divide/#6f8bed084ddc>

[Images for Five Ways Leaders Bridge the Generational Divide - Forbes](#)

<https://www.forbes.com/sites/gregpetro/2017/07/24/technology-and-the-generational-divide/#4065e54e2904>

[Images for technology-and-the-generational-divide](#)

<https://www.forbes.com/sites/davidsturt/2016/08/16/generational-differences-when-they-matter-and-when-they-dont/#4c967077692d>

[Images for generational-differences-when-they-matter-and-when-they-dont](#)

How to Help the Older Generation Bridge the Digital Divide

There is indeed a digital divide that exists between generations: One has spent the majority of its years without having access to digital communications and the other has been dependent on computers for accomplishing day-to-day tasks. The two generations can help each other and become enriched from their respective experiences.

<https://www.fosi.org/good-digital-parenting/how-help-older-generation-bridge-digital-divide/>

[Images for Help the Older Generation Bridge the Digital Divide](#)

Ten Reasons It is More Difficult to be a Pastor Today – ThomRainer.com

4. **Generational conflict** in the church. While there has always been some generational conflict in the church, it is more pervasive and intense today.

<http://thomrainer.com/2017/05/ten-reasons-difficult-pastor-today/>

[Images for Ten Reasons It is More Difficult to be a Pastor Today – ThomRainer.com 4. Generational conflict in the church](#)

27) Keep going...

When I was a junior in high school, my home school of **Story City** merged with the neighboring town of **Roland**. Previously we were the Story City Vikings. Then we became the Roland-Story Norsemen.



[ATHLETICS MAIN PAGE | Roland-Story Community School District](#)

<http://rolandstory.school/athletics-main-page>

The new school offered wrestling. I went out for the sport figuring, if nothing else, it would help me get in better shape for football the next fall. I quickly realized in the meets that the opposing wrestlers were much more experienced. I recall one match when one of my shoulders was on the mat and the other close to the mat for most of the time in a cradle position.

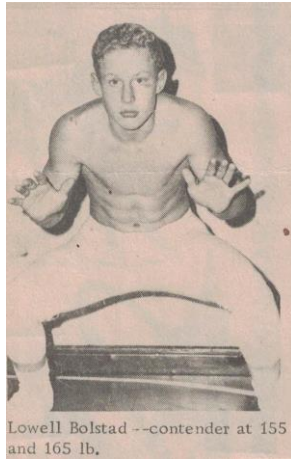
Cradle (wrestling) - Wikipedia

The wrestler performs the cradle by grabbing the neck of his opponent with one arm and wrapping the elbow of the other arm behind the knee of the opponent. The wrestler then locks both hands together. In that way, the cradled wrestler finds it very difficult to escape.

[https://en.wikipedia.org/wiki/Cradle_\(wrestling\)](https://en.wikipedia.org/wiki/Cradle_(wrestling))

[Images for Cradle \(wrestling\)](#)

The crowd yelled for me to keep going. At the end, the referee held up the arm of the opponent who won by a lopsided score. The other wrestlers on my team cheered me when I came off the mat. For what? Not because I won, but because I refused to be pinned.



Resources

Best 25+ Keep going quotes ideas on Pinterest | Positive quotes

<https://www.pinterest.com/explore/keep-going-quotes/>

[Images for keep going on pinterest](#)

<https://www.pinterest.com/eafinc/keep-going-quotes/>

<https://www.pinterest.com/explore/just-keep-going/>

<https://www.pinterest.com/explore/keep-on-going-quotes/>

<https://www.pinterest.com/brendabenze/keep-going-on/>

<https://www.pinterest.com/shelbygrace02/just-keep-going/>

<https://www.pinterest.com/kittieluvcandee/keep-going/>

<https://www.pinterest.com/uwoadmissions/inspiration-to-keep-you-going/>

<https://www.pinterest.com/kayytee3/inspirations-to-keep-going-in-life/>

[Images for inspirations-to-keep-going-in-life](#)

Bobby Douglas | The Never Give Up Attitude - YouTube

Bobby Douglas, the famed wrestling coach and Olympian, talks about "never giving up" and how it creates that will to win.

https://www.youtube.com/watch?v=mZ39qc9Q_vk

[Images for Bobby Douglas | The Never Give Up Attitude](#)

Never Give In - Winston Churchill

"Never give in, never give in, never, never, never, never - in nothing, great or small, large or petty - never give in except to convictions of honor and good sense. Never yield to force; never yield to the apparently overwhelming might of the enemy..."

http://www.washingtonpost.com/blogs/answer-sheet/post/best-commencement-speeches-never-given/2012/05/18/gIQAvRQZU_blog.html

[Images for Never Give In - Winston Churchill](#)

The Last Lecture Quotes by Randy Pausch - Goodreads

"If you want something bad enough, **never give up** (and take a boost when offered)."

— Randy Pausch, *The Last Lecture*

<https://www.goodreads.com/work/quotes/3364076-the-last-lecture?page=3>

[Images for Randy Pausch, The Last Lecture never give up \(and take a boost when offered\)](#)

Wrestling shaped Mike Zimmer; it also shaped the Vikings' draft

The lessons Zimmer learned from the sport helped shape him as a football coach. He knows firsthand what it demands of an athlete: self-discipline, intestinal fortitude and an imperviousness to pain. A sport that requires that much of a young man, then, also speaks rather loudly to Zimmer about what kind of a football player he is.

http://www.espn.com/blog/minnesota-vikings/post/_id/22712/wrestling-shaped-mike-zimmer-it-also-shaped-the-vikings-draft

[Images for Wrestling shaped Mike Zimmer; it also shaped the Vikings' draft](#)

[Images for athlete: self-discipline, intestinal fortitude and an imperviousness to pain](#)

28) When necessary, punt

The other players on my high school football team called me "Sturdy" - a combination of the second half of my last name and a complimentary characteristic. I was elected one of the captains in my senior year. I played on the middle of the line offensively and defensively. I made first team Heart of Iowa Conference on defense my senior year. I also kicked off and punted. I even made a school record when a line-drive punt went over the returner's head and rolled down the field.

How to Punt a Football: 8 Steps (with Pictures) - wikiHow

A punt is a play in American and Canadian football in which the football is kicked down field to the opposing team in the hopes of giving the receiving team a more advantageous position when the possession changes -- therefore, a successful punt should kick the ball as far down the field as possible while staying within bounds.

<http://www.wikihow.com/Punt-a-Football>
[Images for How to Punt a Football](#)

How to Punt a Football Like an NFL Punter - YouTube

Coach Brent Grablachhoff breaks down slow motion video footage of Sam Koch, the punter for the Baltimore Ravens. Coach Brent shows you the key fundamentals of how to punt a football and explains the process a good NFL Punter follows. Start working on your punting form today and maybe you too can learn how to punt like an NFL pro one day!

<https://www.youtube.com/watch?v=kZ2DFCX7nHI>
[Images for How to Punt a Football Like an NFL Punter - YouTube](#)

When the offense cannot make a first down in 3 downs, the decision is most often made to punt. It is said that the defense held the offense on downs, but punting can also be a way to play the field position game to gain a strategic advantage.

The Role of Special Teams in a Football Game - For Dummies

Another important function of the special team's unit is to maintain good field position and to keep the opposition in bad field position.

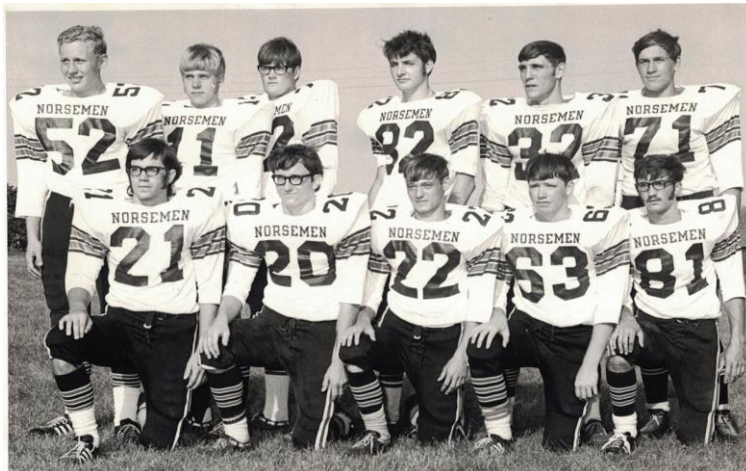
<http://www.dummies.com/how-to/content/the-role-of-special-teams-in-a-football-game.html>
[Images for The Role of Special Teams in a Football Game - For Dummies](#)

Occasionally, coaches will make the decision to go for it on 4th down.

NFL teams pick the brain of high school coach who never punts - ProFootballTalk

Kelley, the coach at Pulaski Academy in Arkansas, has won two state championships while employing the highly unusual strategy of never punting. Kelley goes for it on fourth down, even fourth and long on his own side of the field, because he believes strongly that a football team should never purposely give up possession of the football.

<http://profootballtalk.nbcsports.com/category/rumor-mill/>
[Images for never purposely give up](#)
<http://fivethirtyeight.com/features/the-high-school-football-coach-who-never-punts/>
<http://thomrainer.com/2013/11/six-pastoral-lessons-from-a-coach-whose-team-never-punts/>



The author is #52 in back row far left.

29) Walk away

I served one assignment as a bridge pastor where the early childhood learning center occupied the same floor as the pastor's study and church office. The restrooms were right around the corner, so I heard plenty of bathroom instruction such as "Wipe, flush, wash." One of the other instructions that stuck in my mind was, "Walk away!" I asked the director what that meant, and she explained that, sometimes when two children are disagreeing with each other, the best course of action for them is to walk away from each other for the time being rather than allow the differences to escalate.

Resources

[25+ best Walk away quotes ideas on Pinterest](#)
<https://www.pinterest.com/explore/walk-away-quotes/>
[Images for walk away on pinterest](#)
<https://www.pinterest.com/beaniekh/walk-away/>
<https://www.pinterest.com/allymcd/knowning-when-to-walk-away/>

[Walking Away Sayings and Walking Away Quotes | Wise Old Sayings](http://www.wiseoldsayings.com/walking-away-quotes/)

<http://www.wiseoldsayings.com/walking-away-quotes/>

[Images for Walking Away Sayings and Walking Away Quotes | Wise Old Sayings](http://www.goodreads.com/quotes/tag/walk-away)

<http://www.goodreads.com/quotes/tag/walk-away>

<https://www.goodreads.com/quotes/tag/walking-away>

<https://www.enkiquotes.com/walking-away-quotes.html>

<http://www.wothquotes.com/2017/03/walking-away-quotes.html>

30) Save your chips

Playing cards was forbidden for me growing up in the Bible Belt of Central Iowa. I was also told, "Don't smoke, don't drink, don't dance, don't chew, and, whatever you do, don't go out with girls who do." I played an occasional game of cribbage, though, in the 1980s after I left home where I learned to count 15-2, 15-4, and so on. But a card metaphor sticks with me as I remind myself to save my chips for when I need them, rather than play my hand for every situation.

Resources

[Faro \(card game\) - Wikipedia](#)



[https://en.wikipedia.org/wiki/Faro_\(card_game\)](https://en.wikipedia.org/wiki/Faro_(card_game))

[Images for Faro \(card game\)](#)

[Kenny Rogers - The Gambler Lyrics | MetroLyrics](#)

You've got to know when to hold 'em
Know when to fold 'em
Know when to walk away
And know when to run
You never count your money
When you're sittin' at the table
There'll be time enough for countin'
When the dealin's done

Every gambler knows
That the secret to survivin'
Is knowin' what to throw away
And knowin' what to keep
'Cause every hand's a winner
And every hand's a loser
And the best that you can hope for is to die
in your sleep

<http://www.metrolyrics.com/the-gambler-lyrics-kenny-rogers.html>

[Images for Kenny Rogers - The Gambler](#)

https://www.youtube.com/watch?v=gDwCMxPwJ_4 Kenny Rogers - The Gambler – YouTube

[Serious Poker by Daniel Y. Kimberg - Page 57 - Google Books Result](#)

Unless the pot is really big, wait for your next chance and **save your chips** for then.

<https://books.google.com/books?isbn=1886070164>

[Images for Unless the pot is really big, wait for your next chance and save your chips for then.](#)

[The Last Lecture Quotes by Randy Pausch - Goodreads](#)

"We cannot change the cards we are dealt, just how we **play the hand.**"

— Randy Pausch, [The Last Lecture](#)

<https://www.goodreads.com/work/quotes/3364076-the-last-lecture>

[Images for play the hand you're dealt](#)

31) Stay on your toes rather than sit back on your heels

The president stated during one Congregation Council meeting that the church was \$14,000 behind and that one of the ways the church saved money was to have services of worship led by lay people rather than find pulpit supply when the pastor was on vacation. The property liaison stated during his report that, if the pastor leaves the lights on in the parsonage, maybe the pastor should pay the

utilities. Later in the meeting, the council set the compensation package for the Ministry Site Profile at \$15,000 less than the package received by the former installed pastor and current interim pastor. The next council meeting I introduced *mission* as part of the series on transition dynamics and challenged the Congregation Council to think how they might take responsibility for growing the congregation. I sent out the following handout electronically ahead of time for them to be ready to plan strategically. The council balked at setting any strategic goals, but at least I considered that the exercise got them thinking and hopefully got them open to conversing with the installed pastor on the matter.

	Transition Dynamics	
	Reflection	
	Heritage	Past
	Identity	Present
	Vision	Future
	Action	
	Mission	Definition
	Leadership	Operation
	Connections	Cooperation
• Heritage	appreciate how the past of the congregation informs the present	
• Identity	discover who the congregation is in the current context	
• Vision	discern what it is this congregation understands God is calling this congregation to be	
• Mission	define a sense of purpose and direction for the congregation	
• Leadership	engage people of the congregation in God's mission	
• Connections	explore all the relationships a congregation shares beyond itself	

[DOC]Model Constitution for Congregations 2019 - ELCA Resource Repository

Chapter 4.

STATEMENT OF PURPOSE

- *C4.01. The Church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God's creative, redeeming, and sanctifying activity in the world.
- *C4.02. To participate in God's mission, this congregation as a part of the Church shall:
 - a. Worship God in proclamation of the Word and administration of the sacraments and through lives of prayer, praise, thanksgiving, witness, and service.
 - b. Proclaim God's saving Gospel of justification by grace for Christ's sake through faith alone, according to the apostolic witness in the Holy Scripture, preserving and transmitting the Gospel faithfully to future generations.
 - c. Carry out Christ's Great Commission by reaching out to all people to bring them to faith in Christ and by doing all ministry with a global awareness consistent with the understanding of God as Creator, Redeemer, and Sanctifier of all.
 - d. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity and justice for all people, working for peace and reconciliation among the nations, standing with the poor and powerless, and committing itself to their needs.
 - e. Nurture its members in the Word of God so as to grow in faith and hope and love, to see daily life as the primary setting for the exercise of their Christian calling, and to use the gifts of the Spirit for their life together and for their calling in the world.
 - f. Manifest the unity given to the people of God by living together in the love of Christ and by joining with other Christians in prayer and action to express and preserve the unity which the Spirit gives.

Chapter 12.

CONGREGATION COUNCIL

- C12.04. The Congregation Council shall have general oversight of the life and activities of this congregation, and in particular its worship life, to the end that everything be done in accordance with the Word of God and the faith and practice of the Evangelical Lutheran Church in America. The duties of the Congregation Council shall include the following:
 - a. To lead this congregation in stating its mission, to do long-range planning, to set goals and priorities, and to evaluate its activities in light of its mission and goals.
 - b. To seek to involve all members of this congregation in worship, learning, witness, service, and support.
 - c. To oversee and provide for the administration of this congregation to enable it to fulfill its functions and perform its mission.
 - d. To maintain supportive relationships with the rostered minister and staff and help them annually to evaluate the fulfillment of their calling or employment.

<https://www.elca.org/constitution> 2019 Model Constitution for Congregations
<https://download.elca.org> > ELCA Resource Repository > Model Constitution
<http://www.elca.org/Resources/Office-of-the-Secretary>
 Images for Chapter 12. CONGREGATION COUNCIL lead this congregation in stating its mission

On having a flight plan

Passenger comes into the cockpit and asks the pilot: "Where are we heading?"

Pilot replies, "Don't really know, but we're making good time."

If there is a Strategic Plan in place for the congregation or organization, what are the primary goals to which it is committed?

[Ministry Site Profile – page 4]

Proposed Vision: To rebuild the congregation and the unity of the people.

Mission

"(name) Lutheran Church is a community of believers in Christ, committed to living out and sharing God's word throughout the community and world."

Proposed Goal: To rebuild the congregation to reach the 2010 levels of average worship attendance of 122 and regular giving by members of \$203,372 by 2020.

[2013 – average worship attendance: 80. Regular Giving by Members: \$107,667.]

Congregation Trend Report

<http://www.elca.org/tools/FindACongregation>

Proposed Strategy: To invite and involve

Congregation Council

[Proposed initial effort that new installed pastor and Congregation Council demonstrate a partnership in the gospel by conducting an every-home visit meet and greet. Logistics are handled by a hospitality committee. Council members introduce the pastor to members in a brief meet and greet at their homes or a public place.]

[Liaisons are invited to prayerfully strategize how to invite and involve in order to achieve 2020 goal.]

Worship – Education – Youth – Women – Men – Hospitality – Property – Stewardship – Executive

Resources

Do You Stay on Your Toes in Boxing? - Woman

Boxing Stance

The phrase "stay on your toes" is often thrown out from the corner in a match, and the directive actually implies staying on balls of the feet. Proper stance puts one foot forward of the other with the body slightly hunched over the forward foot. Despite the leaning forward in fighting stance, weight should remain on the balls of the feet for balance. Staying on the balls of the feet keeps your energy chambered, to spring in any direction for any reason, in addition to making sure you can compensate for any blows threatening to knock you off balance.



<http://woman.thenest.com/stay-toes-boxing-4169.html>

[Images for Stay on Your Toes in Boxing](#)

set one back on heels - Idioms by The Free Dictionary

set one back on one's heels

Fig. to surprise or shock someone. I'll bet that news really set her back on her heels! The bill for the repairs set me back on my heels.

<http://idioms.thefreedictionary.com/set+one+back+on+heels>

[Images for set one back on heels](#)

stay on your toes - WordReference Forums

"to be on *your* toes"

to be very aware of a situation and ready to react quickly

Synonyms:

active, bright, cagey, circumspect, clever, conscientious, fast, heedful, intent, intelligent, mindful, observant, guard, perceptive, quick, ready, sharp, studious, vigilant, wary, watchful, wide-awake, wired, wise

<http://www.idioms4you.com/complete-idioms/on-your-toes.html>

[Images for stay on your toes](#)

32) Do the right thing *and* cover your backside

Coming Persecutions

¹⁶ "See, I am sending you out like sheep into the midst of wolves; so be **wise** as serpents and **innocent** as doves.

Matthew 10:16 (New Revised Standard Version) - Bible Gateway

<http://www.biblegateway.com/passage/?search=Matthew+10%3A16&version=NRSV>

[Images for wise as serpents and innocent as doves](#)

Sheep, Wolves, Snakes, and Doves | Desiring God

So, both the **snake-intelligence and the dove-innocence** are both designed to keep the sheep out of trouble. Jesus does not mean for us to get ourselves into as much difficulty as possible. He means: Risk your lives as vulnerable, non-combative, sheep-like, courageous witnesses, but try to find ways to give your witness in a way that does not bring down unnecessary persecution.

<http://www.desiringgod.org/articles/sheep-wolves-snakes-and-doves>

[Images for snake-intelligence](#)

[Images for dove-innocence](#)

Resources

Cover your ass - Wikipedia

Cover your ass (CYA) or cover your own ass (CYOA) describes professional and organizational practices that serve to protect oneself from legal and administrative penalties, criticism, or other punitive measures.

http://en.wikipedia.org/wiki/Cover_your_ass

[Images for cover your ass](#)

Do the Right Thing Quotes - BrainyQuote

http://www.brainyquote.com/quotes/keywords/do_the_right_thing.html

[Images for Do the Right Thing Quotes](#)

www.wisecoldsayings.com/doing-the-right-thing-quotes/

<https://www.goodreads.com/quotes/tag/doing-the-right-thing>

<https://www.goodreads.com/quotes/tag/right-thing>

https://www.rottentomatoes.com/m/do_the_right_thing/quotes/

https://en.wikiquote.org/wiki/Do_the_Right_Thing

www.doonething.org/quotes/dotherightthing-quotes.htm

www.great-quotes.com/quotes/movie/Do+the+Right+Thing

<https://quizlet.com/237067559/do-the-right-thing-spike-lee-quotes-flash-cards/>

<https://www.youtube.com/watch?v=nPgn4yNmLXI> The Mayor - Do The Right Thing - YouTube

Leadership on the Line: Staying Alive through the Dangers of Leading [Martin Linsky, Ronald A. Heifetz]

To lead is to live dangerously. It's romantic and exciting to think of leadership as all inspiration, decisive action, and rich rewards, but leading requires taking risks that can jeopardize your career and your personal life. It requires putting yourself on the line, disturbing the status quo, and surfacing hidden conflict. And when people resist and push back, there's a strong temptation to play it safe. Those who choose to lead plunge in, take the risks, and sometimes get burned. But it doesn't have to be that way say renowned leadership authorities Ronald Heifetz and Marty Linsky. In *Leadership on the Line*, they show how it's possible to make a difference without getting "taken out" or pushed aside. **They present everyday tools that give equal weight to the dangerous work of leading change and the critical importance of personal survival.** Through vivid stories from all walks of life, the authors present straightforward strategies for navigating the perilous straits of leadership. Whether parent or politician, CEO or community activist, this practical book shows how you can exercise leadership and survive and thrive to enjoy the fruits of your labor.

<http://www.amazon.com/Leadership-Line-Staying-through-Dangers/dp/1578514371>

https://www.goodreads.com/book/show/210009.Leadership_on_the_Line

<https://www.barnesandnoble.com/w/leadership-on-the-line-ronald-a-heifetz/1101231872>

<http://search.barnesandnoble.com/Leadership-on-the-Line/Ronald-A-Heifetz/e/9781578514373>

<https://eboardsecure.dcsdk12.org/attachments/9fa8dcc2-05dd-4b73-9178-5cdf531a918.pdf>

<http://hbswk.hbs.edu/archive/2952.html>

http://lci.typepad.com/leaders_resourcing_leader/files/LeadingWithAnOpenHeart.pdf

https://books.google.com/books/about/Leadership_on_the_Line.html?id=c3mYE7jNvn0C

https://books.google.com/books/about/Leadership_on_the_Line.html?id=jg096rH_418C

<http://www.lifeandleadership.com/book-summaries/heifetz-and-linsky-leadership-on-the-line.html>

[http://www.andrewleigh.org/pdf/Heifetz%20review%20\(LQ\).pdf](http://www.andrewleigh.org/pdf/Heifetz%20review%20(LQ).pdf)

<https://www.publishersweekly.com/978-1-57851-437-3> Nonfiction Book Review

<https://www.leadershipnow.com/leadership/1437-1.html>

http://www.summary.com/book-reviews/_/Leadership-on-the-Line/

<https://eboardsecure.dcsdk12.org/attachments/9fa8dcc2-05dd-4b73-9178-5cdf531a918.pdf>

http://diocesefl.org/media/32006/leadership_of_the_heart.pdf

<https://books.google.com/books?isbn=0190213779>

<https://eboardsecure.dcsdk12.org/attachments/9fa8dcc2-05dd-4b73-9178-5cdf531a918.pdf>

http://www.faithformationlearningexchange.net/uploads/5/2/4/6/5246709/becoming_an_adaptive_leader.pdf

http://www.faithformationlearningexchange.net/uploads/5/2/4/6/5246709/ronald_a_heifetz_and_marty_linsky.pdf

<http://arl-jrl.org/Volumes/BookReviewsV2.pdf>

<https://www.livingcities.org/blog/250-leadership-heifetz-style>

<https://www.youtube.com/watch?v=wbpEAbRLGDo> Ronald A. Heifetz - Leadership Speaker – YouTube

<https://www.youtube.com/watch?v=QfLLDvn0pI8> Ronald Heifetz: The nature of adaptive leadership – YouTube
<https://www.youtube.com/watch?v=UwWyllUlvmo> Adaptive vs. Technical - Dr. Ronald Heifetz - YouTube
<https://www.youtube.com/watch?v=af-cSvnEEeM> TEDxStCharles - Marty Linsky - Adaptive Leadership-Leading Change
<https://www.youtube.com/watch?v=xd72Us7tIQI> Can Leadership Be Taught? – YouTube
<https://www.slideshare.net/ChrisHengstenberg/leadership-on-the-line>
<https://www.goodreads.com/work/quotes/203268-leadership-on-the-line-staying-alive-through-the-dangers-of-leading>
<http://www.ascd.org/publications/educational-leadership/apr04/vol61/num07/When-Leadership-Spells-Danger.aspx>
<http://cambridge-leadership.com/who-we-are/>
<https://www.hks.harvard.edu/about/faculty-staff-directory/marty-linsky>
<http://cambridge-leadership.com/team-member/marty-linsky/>
https://en.wikipedia.org/wiki/Marty_Linsky
<https://www.amazon.com/Marty-Linsky/e/B005HE2LYM>
http://www.goodreads.com/author/show/122963.Martin_Linsky
 Images for Martin Linsky, author
<https://www.faithandleadership.com/multimedia/marty-linsky-pushing-against-the-wind>
<https://www.amazon.com/Ronald-A.-Heifetz/e/B001IGQZIG>
http://www.goodreads.com/author/show/122962.Ronald_A_Heifetz
 Images for Ronald A. Heifetz, author
https://en.wikipedia.org/wiki/Ronald_Heifetz
<https://www.hks.harvard.edu/about/faculty-staff-directory/ronald-heifetz>
https://en.wikipedia.org/wiki/Ronald_Heifetz
<http://www.npr.org/2013/11/11/230841224/lessons-in-leadership-its-not-about-you-its-about-them>
<http://www4.ncsu.edu/unity/users/p/padilla/www/435-Leadership/Heifetz%20and%20Laurie%20The%20work%20of%20leadership.pdf>
 Images for Leadership on the Line: Staying Alive through the Dangers of Leading [Martin Linsky, Ronald A. Heifetz]

33) Choose your battles

I wondered why the volunteer member on the **Maverick - Bad Boy Mower** mowed the parsonage lawn so short, why he mowed the ditches down the road, why he mowed so often, and why the church kept the lawn so large when, in my opinion, they could have let the farmer convert parts of the lawn into crops, but, I figured the leadership remembered how a previous long-term pastor pastured animals and maybe a future pastor would want to do the same. Besides, the volunteer member on the mower must have his reasons. So, I decided to keep my opinions to myself and, if anything, bring the matter up as questions of curiosity rather than a cause to take on. I told myself to be glad I did not have to spend my day off mowing lawn. Leadership asked the former short-term pastor to mow the lawn, and her son only mowed figure 8s, so the member volunteered.

On the other hand, I was told that in another congregation as part of the multi-point parish a “church bully was threatening to tear the church apart.” The president of the Congregation Council stayed away from services of worship so as to avoid the bully and threatened to resign his office. I knew this matter needed to be addressed and could not be avoided.

Resources

Choose your battles wisely | Pinterest | Wisdom, Truths and Inspirational

<https://www.pinterest.com/pin/353321533246934312/>

Images for choose your battles wisely on pinterest

<https://www.pinterest.com/lewis5912/choose-your-battles/>

<https://www.pinterest.com/kimmywoo2/pick-your-battles/>

<https://www.pinterest.com/saraha4iu/pick-your-battles/>

<https://www.pinterest.com/pin/128282289356828821/> Pick Your Battles: - Pinterest

Images for Pick Your Battles: - Pinterest

Choose Your Battles Wisely Quotes (5 quotes) - Goodreads

<https://www.goodreads.com/quotes/tag/choose-your-battles-wisely>

Images for Choose Your Battles Wisely Quotes

How to Choose Your Battles and Fight for What Actually Matters

Here's how to choose your battles and get what you want when it actually matters.

<https://lifehacker.com/5989295/how-to-choose-your-battles-and-fight-for-what-actually-matters>

Images for How to Choose Your Battles and Fight for What Actually Matters

<https://bigthink.com/influence-power-politics/what-does-choose-your-battles-really-mean>

<https://idioms.thefreedictionary.com/choose+our+battles+wisely>

<https://www.topresume.com/career-advice/10-tips-to-choosing-your-workplace-battles-wisely>

Images for tips-to-choosing-your-workplace-battles-wisely

<https://personalexcellence.co/blog/choose-your-battles/>

<https://www.parenting.com/article/how-to-choose-your-battles-1000072888>

<http://www.e-volveyoga.com/choose-battles-wisely/>

<https://www.americannursetoday.com/choosing-your-political-battles/>

<https://tinybuddha.com/blog/choose-your-battles-fighting-less-in-relationships/>
<https://www.engagediamonds.com/choosing-your-battles/>
<https://blogs.it.vt.edu/expeditionleadership/2014/08/25/wisdom-choosing-your-battles-and-showing-off-your-scars/>
<https://just-engage.com/choose-battles/>
<http://www.livingfaithmc.info/may-11-choose-your-battles/>
<https://www.manageris.com/synopsis-choose-your-battles-20323.html>
<https://www.crosswalk.com/faith/spiritual-life/how-to-fight-and-win-the-battles-that-matter-most.html>
 Images for fight-and-win-the-battles-that-matter-most
<https://www.quora.com/How-does-one-cultivate-the-skill-to-pick-your-battles>
 Images for cultivate-the-skill-to-pick-your-battles
<http://www.peakpdc.ca/documents/Pick%20your%20battles.pdf>
<http://www.sixwise.com/newsletters/05/05/25/how-to-most-effectively-pick-your-battles.htm>
<https://shewhospoke.com/2017/07/06/arguments-pick-battles/>
 Images for pick your battles

34) Watch your back

When I was growing up, our family did not own a television, so I read books from the library next to the city hall in Story City, Iowa. Bertha Bartlett lived a ½ block from the library and served as its librarian. I delivered **The Des Moines Register** newspaper to her. Her daughter donated money to build a new library **Bertha Bartlett Public Library** on the corner across the street from the original library. I read an entire shelf of books about life on the frontier. Names like **Davy Crockett**, **Daniel Boone**, and **Wild Bill Hickok** and others. I remember from my reading that, when gunslingers walked into a saloon, they looked for chairs with their back to the wall.

Resources

Anecdotes | Eisenhower Presidential Library, KS - Dwight D. Eisenhower

"I was raised in a little town of which most of you have never heard. But in the West, it is a famous place. It is called Abilene, Kansas. We had as our marshal for a long time a man named **Wild Bill Hickok**. If you don't know anything about him, read your Westerns more. Now that town had a code, and I was raised as a boy to prize that code. It was: meet anyone face to face with whom you disagree. **You could not sneak up on him from behind, or do any damage to him, without suffering the penalty of an outraged citizenry.** If you met him face to face and took the same risks he did, you could get away with almost anything, as long as the bullet was in the front."

- Remarks Upon Receiving America's Democratic Legacy Award at a B'nai B'rith Dinner in Honor of the 40th Anniversary of the Anti-Defamation League, November 23, 1953

<https://www.dwightdeisenhower.com/181/Anecdotes>
 Images for Marshal Wild Bill Hickok of Abilene, Kansas

watch your back Definition in the Cambridge English Dictionary

watch your back meaning: to be careful of the people around you, making certain that they do nothing to harm you:

<https://dictionary.cambridge.org/us/dictionary/english/watch-your-back>
 Images for watch your back

Backshooters were the bane of existence in the Old West.

backshooter - Wiktionary

backshooter (*plural* **backshooters**)

1. (US) A **cowboy** who kills someone by shooting them in the back quotations ▼
2. (*by extension*) A **treacherous** person

<https://en.wiktionary.org/wiki/backshooter>

Images for cowboy who kills someone by shooting them in the back
<https://fineartamerica.com/featured/the-back-shooter-texas-tim-webb.html>

35) Avoid the big hit

A quarterback is going to take a certain number of hits while trying to move the team down the field. The secret is to avoid the big hit.

Resources

Ask the Coach: Avoiding and Overcoming Big Hits at Quarterback

One of the best ways to overcome these fears is by learning how to correctly and safely perform techniques like how to fall correctly, how to turn and avoid the hit, and how to make a move to make the tackler grab only air. The more you play the easier it will be.

<http://usafootball.com/news/players/ask-coach-avoiding-and-overcoming-big-hits-quarterback>
 Images for Avoiding and Overcoming Big Hits at Quarterback

Packers want Rodgers to avoid getting his head scrambled – Milwaukee Journal Sentinel

Rodgers needs to do anything he can to avoid a hit from Lions nose tackle Ndamukong Suh, but that is more related to how his offensive line blocks and how long he holds the ball in the pocket.



<http://www.jsonline.com/sports/packers/packers-want-aaron-rodgers-to-avoid-getting-his-head-scrambled-n2715b9-179406441.html>
[Images for Packers want Rodgers to avoid getting his head scrambled](#)

36) Watch your step

When I was growing up, the boys in the neighborhood got together for pick-up baseball games. Occasionally, we played in a nearby grazing pasture. I remember looking up to follow the ball and looking down to dodge the cow pies.

Resources

File: [CowPie-JeffVanuga.JPG - Wikimedia Commons](#)

Cow manure showing proper fiber and moisture content indicating balanced feed. Benton, Arkansas, 2002. Photo by Jeff Vanuga, USDA Natural Resources Conservation Service.



<https://commons.wikimedia.org/wiki/File:CowPie-JeffVanuga.JPG>
[Images for CowPie](#)

Outfield 2: Tracking Fly Balls - Pro Baseball Insider

- Your first move should be to hold your ground and wait until you can get an accurate read on the fly ball.

<http://probaseballinsider.com/baseball-instruction/outfield/outfield-2-tracking-fly-balls/>

[Images for Tracking Fly Balls - Pro Baseball](#)

<https://www.youtube.com/watch?v=loQluHysNok> How to Track Fly Balls - YouTube

<https://www.youtube.com/watch?v=ZMuVnmUY2CI> 3 GREAT Baseball Outfield Drills for Youth Players - YouTube

Urban Dictionary: Cow pie

3

[cowpie](#)

[A flat blob](#) of cow shit.

I stepped into a [fresh](#) cowpie when I was [crossing the field](#)

<https://www.urbandictionary.com/define.php?term=Cow%20pie>

[Images for flat blob of cow shit](#)

37) Tender-hearted *and* tough skinned

Exhortations to righteous living

...and be kind to one another, **tender-hearted**, forgiving one another, as God in Christ has forgiven you.

[oremus Bible Browser: Ephesians 4:32](#)

<http://bible.oremus.org/?ql=153972945>

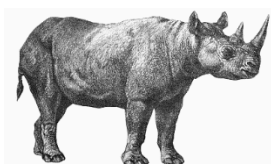
[Images for exhortations to righteous living](#)

[Images for kind to one another](#)

[Images for tender-hearted](#)

[Images for forgiving one another](#)

At the same time, pastors don't need the hide of a rhinoceros, but it helps to have thick skin.



Free Rhinoceros Clipart - Clipart Picture 3 of 9 - Clipartoday
http://www.clipartoday.com/freeclipart/animal/rhinoceros/rhinoceros_13289.html

Resources

Cultivating a Tender Heart and a Tough Hide - Insight for Living. Charles R. Swindoll.

For as long as I have been in the ministry I have asked the Lord for a balance between a tender heart and a tough hide. It isn't an easy balance. In fact, the latter is more difficult to cultivate than the former. In order to be fully engaged in ministry, job number one is to have a tender heart. The challenge is developing a tough hide.

<http://www.insight.org/resources/articles/christian-living/tender-heart.html?t=pastors?referrer=https://www.google.com/>

https://en.wikipedia.org/wiki/Chuck_Swindoll

https://www.brainyquote.com/quotes/authors/c/charles_r_swindoll.html

<http://www.crosswalk.com/devotionals/todays-insight-chuck-swindoll/>

<http://myfaithradio.com/authors/charles-r-swindoll/>

https://www.goodreads.com/author/quotes/5139.Charles_R_Swindoll

<https://www.amazon.com/Charles-R.-Swindoll/e/B000AQ130A>

http://www.goodreads.com/author/show/5139.Charles_R_Swindoll

Images for Charles R. Swindoll, author

Images for Cultivating a Tender Heart and a Tough Hide - Insight for Living. Charles R. Swindoll.

How to Grow a Thick Skin and Handle Criticism | HuffPost Life

First, how to deal with angry criticism. Someone is mad already and now they're letting you have it. What to do?

https://www.huffpost.com/entry/how-to-grow-a-thick-skin-and-handle-criticism_b_9960994

Images for How to Grow a Thick Skin and Handle Criticism | HuffPost Life

How to Grow Thick Skin | Psychology Today

Are they too empathic? Balancing a happy medium between sensitive and insensitive may be hard, but it's key.

<https://www.psychologytoday.com/us/collections/201803/how-grow-thick-skin>

Images for How to Grow Thick Skin | Psychology Today

106 best thick skin & a good sense of humor images on Pinterest

<https://www.pinterest.com/callieflower14/thick-skin-a-good-sense-of-humor/>

Images for thick skin and good sense of humor pinterest

<https://www.pinterest.com/explore/thick-skin/>

<https://www.pinterest.com/owlpins/i-dont-need-thick-skin-~/>

<https://www.pinterest.co.uk/Mardhiahmy/thick-skin/>

Seven Ways Pastors (and others) Can Develop Thicker Skin – ThomRainer.com

Simply stated, critics and criticisms are inevitable for the pastor. They will not go away. Our purpose here is to suggest seven ways pastors can deal with them. I think all pastors need a preparatory course in developing thicker skin.

<http://thomrainer.com/2013/10/seven-ways-pastors-and-others-can-develop-thicker-skin/>

Images for Seven Ways Pastors (and others) Can Develop Thicker Skin – ThomRainer.com

<http://www.christianitydaily.com/articles/8862/20170216/five-principles-help-pastors-staff-know-when-compromise.htm>

<http://thomrainer.com/2016/04/ten-sentences-that-make-pastors-cringe/>

<https://books.google.com/books?isbn=143364388X>

2. The Principle of Expected Opposition

Images for thom rainer (author)

The Hide of a Rhinoceros: Making the Case for the Long-Term Pastorate by Richard L. Dresselhaus

How does a pastor stay in one place for decades? There are countless ways, approaches, and techniques, many of which are helpful and good, but it boils down to this: grow a thick skin.

http://enrichmentjournal.ag.org/200702/200702_036_hiderhino.cfm

Images for Hide of a Rhinoceros

Thick Skin, Tender Hearts, and Four Types of Leaders – Eric Geiger

A leader with "thick skin" is not crushed by criticism nor destroyed by disappointing results.

<https://ericgeiger.com/2015/10/thick-skin-tender-hearts-and-four-types-of-leaders/>

Images for Thick Skin, Tender Hearts, and Four Types of Leaders – Eric Geiger

<http://collegiatecollective.com/thick-skin-tender-hearts-college-ministry/#.WwSsBkgvyUk>

<https://bravehavensisterhood.com/2016/04/12/a-thick-skin-a-tender-heart/>

<https://zacharybright.com/2012/08/18/thick-skin-but-tender-hearts/comment-page-1/>

<https://www.reviveourhearts.com/true-woman/blog/thick-skin-tender-heart-and-what-every-pastors-wif/>

<https://rachelheldevans.com/blog/thick-skin>

38) Somewhere between Pollyanna and cranky

I've seen too much in the church to be Pollyanna,

Pollyanna | Definition of Pollyanna in English by Oxford Dictionaries

noun. An excessively cheerful or optimistic person. 'what I am saying makes me sound like some aging Pollyanna who just wants to pretend that all is sweetness and light'

<https://en.oxforddictionaries.com/definition/pollyanna>

[Images for Pollyanna definition](#)

but I pray that God grants me the gifts of faith, hope, and love, so that I do not become cranky.

cranky | Definition of cranky in English by Oxford Dictionaries

Definition of cranky - eccentric or strange, bad-tempered; irritable, (of a machine) working erratically.

<https://en.oxforddictionaries.com/definition/cranky>

[Images for cranky definition](#)

39) The right touch

I have heard it said that “a good pool player is a sign of misspent youth.”

A good pool player is a sign of a misspent youth - TYWKIWDBI

Apr 24, 2014 – “A good pool player is a sign of a misspent youth”. YouTube link. My father used to quote that phrase when we played 8-ball.

<http://tywkiwdbi.blogspot.com/2014/04/a-good-pool-player-is-sign-of-misspent.html>

[Images for good pool player is a sign of a misspent youth](#)

Growing up in the Bible Belt of Central Iowa, in Story City, next to the Skunk River, my parents warned me about playing pool. “Ya Got Trouble” from the musical **The Music Man** set in River City, Iowa also warns about the trouble that comes from playing pool.

Ya Got Trouble - Wikipedia

A smooth-talking, yet corrupt, traveling salesman takes up the false occupation of an instrument dealer and tries to convince the citizens of River City, Iowa, to fund his idea for a boys’ marching band instead of a pool hall. The stubborn citizens are reluctant to do this, and the song is his description of what could happen should the citizens choose the pool hall.

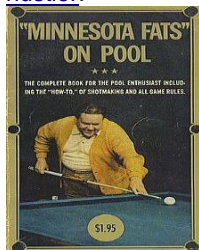
http://en.wikipedia.org/wiki/Ya_Got_Trouble

[Images for Ya Got Trouble](#)

Much to my parents’ consternation, I squandered some of my earnings from delivering **The Des Moines Register** at the **Carousel Lanes Bowling Center Story City, Iowa** playing pool. The few times I’ve played since demonstrate I’ll never be mistaken for Minnesota Fats.

Rudolf Wanderone - Wikipedia

Rudolf Walter Wanderone, Jr. (January 19, 1913 – January 15, 1996; originally spelled Wanderon)^{[1][2]} was an American professional **pocket billiards** player, also known as “**Minnesota Fats**”. Though he never won a major pool tournament as “Fats”, he was perhaps the most publicly recognized pool player in the United States – not only as a player, but also as an entertainer.^[3] Wanderone was inducted in 1984 into the **Billiard Congress of America Hall of Fame** for his decades-long public promotion of pool. Wanderone began playing at a young age in New York City. As a teenager, he became a traveling **pool hustler**.



https://en.wikipedia.org/wiki/Rudolf_Wanderone

[Images for Rudolf Wanderone](#)

What I learned from playing and watching pool, though, is that each shot requires a different touch. The break at the beginning of the game requires a forceful shot, while other shots in the rest of the game require varying degrees of form and technique. I have learned that when I do not use the right touch, “Ya Got Trouble.”

40) Scalpel or sledgehammer?

It helps to use the right tool, metaphorically speaking, when addressing a matter.

Resources

Are You Using a Sledgehammer or Scalpel to Rightsize Space

The lack of granular data about space utilization means that most executives use a sledgehammer rather than a scalpel when trying to increase efficiency and optimize their workplaces. They *downsize* rather than *rightsized* which reduces RE costs but can be counterproductive. An increasing number of leading companies recognize that they need better data and analytics to take advantage of consolidation events to optimize their workplaces.

<http://rifiniti.com/using-sledgehammer-scalpel-rightsized-space/>
[Images for a scalpel and sledgehammer](#)

EDITORIAL: For the budget, use a scalpel, not a sledgehammer

Sledgehammers are effective if you're just looking to pound away and do some damage. But if you're looking to cut out the fiscal infections in our body politic, a scalpel's a far better choice. That is, if you're hoping for a healthy patient.

<http://www.morningsun.net/x1153514306/EDITORIAL-For-the-budget-use-a-scalpel-not-a-sledgehammer>
[Images for EDITORIAL: For the budget, use a scalpel, not a sledgehammer](#)

Why Use a Sledgehammer When a Scalpel Will Do?

Here's hoping the Illinois Supreme Court shows greater restraint.

<http://www.treatmentadvocacycenter.org/about-us/our-blog/93-il/1492-why-use-a-sledgehammer-when-a-scalpel-will-do>
[Images for Why Use a Sledgehammer When a Scalpel Will Do?](#)

41) Moving from "Oh, no" to "Oh, yes"

Stuff happens. A glass of milk is spilled. The proverbial adage is "Don't cry over spilled milk." The underlying message is "Wipe up the milk and move on." Other stuff that happens may be more serious in nature and provokes a more emotional reaction and calls for a more involved response. Negative occurrence – positive outcome.

Jesus is crucified. God raises him from the dead.

¹⁵and you killed the Author of life, whom God raised from the dead. To this we are witnesses.

[oremus Bible Browser: Acts 3:15](#)

<http://bible.oremus.org/?passage=Acts+3%3A15&vnum=yes&version=nrsv>
[Images for Jesus is crucified. God raised him from the dead.](#)

Joseph said to his brothers,

²⁰**Even though you intended to do harm to me, God intended it for good**, in order to preserve a numerous people, as he is doing today.

[Genesis 50:20 NRSV - Bible Gateway](#)

<https://www.biblegateway.com/passage/?search=Genesis+50%3A20&version=NRSV>
[Images for Even though you intended to do harm to me, God intended it for good](#)

Paul states,

We know that **all things work together for good** for those who love God, who are called according to his purpose.

[oremus Bible Browser: Romans 8:28](#)

<http://bible.oremus.org/?q=165659103>
[Images for all things work together for good for those who love God](#)

42) Partnership or Partisanship

Partnership	Partisanship
United	Divided
Functional	Factional
Forward	Backward
Consensus	Camps
Roles	Rank
Dialog	Triangle
Colleague	Competitor

Resources for Partnership as Contrasted to Partisanship

Nixon and Moynihan: A Partnership ahead of Partisanship

President Nixon believed in a more just society – one that would go forward together, black and white, "as one nation, not two." He recruited Moynihan to address this spirit in some of the most controversial aspects of domestic affairs: welfare, education, employment, and minority business enterprise – all while racial tensions remained high and partisan groups spouted extremes.



<http://blog.nixonfoundation.org/2013/10/nixon-moynihan-partnership-ahead-partisanship/>

https://en.wikipedia.org/wiki/Richard_Nixon

Images for Richard Nixon

https://en.wikipedia.org/wiki/Daniel_Patrick_Moynihan

Images for Daniel Patrick Moynihan

Images for Partnership ahead of Partisanship

Partisanship to Partnership - Human Systems Dynamics Institute

Partisan activities divide people along lines of difference. Partnerships, on the other hand, offer more options for bringing people together across their differences to deal with the quickly changing landscape of this century:

<http://www.hsdinstitute.org/learn-more/online-learning-and-products/partisanship-to-partnership-2011-06.pdf>

Images for Partisanship to Partnership

Partisanship - Wikipedia

Partisanship is the tendency of supporters of political parties to subscribe to or at least support their party's views and policies in contrast to those of other parties. Extreme partisanship is sometimes referred to as partisan warfare (see [Political party](#)).

<https://en.wikipedia.org/wiki/Wikipedia:Partisanship>

Images for Partisanship

Partnership - Wikipedia

A partnership is an arrangement where parties, known as [business partners](#), agree to cooperate to advance their mutual interests. The partners in a partnership may be individuals, [businesses](#), [interest-based organizations](#), [schools](#), [governments](#) or combinations. [Organizations](#) may partner to increase the likelihood of each achieving their mission and to amplify their reach.

A partnership may result in issuing and holding equity or may be only governed by a contract.

<https://en.wikipedia.org/wiki/Partnership>

Images for Partnership

When partnership replaces partisanship, good things can happen

Chris Christie, the New Jersey Republican governor that many felt should have been the party's nominee for President this year, sent a chill through political partisans Tuesday when he praised President Barack Obama for his response to the Superstorm Sandy disaster.

<http://www.capitolhillblue.com/node/45539>

Images for When partnership replaces partisanship, good things can happen

Resources for United as Contrasted to Divided

United we stand, divided we fall - Idioms by The Free Dictionary

Prov. People who join together as a group are much harder to defeat than they would be separately.

<http://idioms.thefreedictionary.com/United+we+stand,+divided+we+fall>

Images for people who join together as a group are much harder to defeat

United we stand, divided we fall - Wikipedia

The phrase has been attributed to the [ancient Greek](#) storyteller [Aesop](#), both directly in his fable *The Four Oxen and the Lion*^[1] and indirectly in *The Bundle of Sticks*.^[2]

A similar phrase also appears in the biblical [New Testament](#) – translated into English from the [historic Greek](#) in Mark 3:25 as “And if a house be divided against itself, that house cannot stand”. Similar verses of the New Testament include Matthew 12:25 (“And Jesus knew their thoughts, and said unto them, Every kingdom divided against itself is brought to desolation; and every city or house divided against itself shall not stand”) and Luke 11:17 (“But he, knowing their thoughts, said unto them, Every kingdom divided against itself is brought to desolation; and a house divided against a house falleth.”).

http://en.wikipedia.org/wiki/United_we_stand,_divided_we_fall

Images for united we stand divided we fall

Resources for Functional as Contrasted to Factional

Faction - Wikipedia

Faction or factionalism may refer to:

- **Political faction**, a group of people with a common political purpose

<https://en.wikipedia.org/wiki/Faction>

Images for Faction

https://en.wikipedia.org/wiki/Political_faction

<https://en.wiktionary.org/wiki/factionalism>
<https://en.wiktionary.org/wiki/faction>

Functional organization - Wikipedia

Functional organization is a type of [organizational structure](#) that uses the principle of specialization based on function or role. It allows decisions to be [decentralized](#) since issues are [delegated](#) to specialized persons or units, leaving them the responsibility of implementing, evaluating, or controlling the given procedures or goals.

http://en.wikipedia.org/wiki/Functional_organization
[Images for functional organization](#)

Resources for Forward as Contrasted to Backward

going backward - synonyms

flop wallow blunder bobble flummox fumble grope labor lurch muddle plunge pratfall snafu strive thrash toil toss travail tumble cast about come apart at the seams drop the ball fall down foul up go at backwards go to pieces make a mess of miss one's cue screw up slip up stub one's toe trip up work at

Going backwards - Thesaurus.com

<http://thesaurus.com/browse/going+backwards>
[Images for going backward](#)

move forward with something - Idioms by The Free Dictionary

to advance with something; to make progress with something. *Let us try to move forward with this matter at once. I want to move forward with the project at a fast pace.*

See also: [forward](#), [move](#)

McGraw-Hill Dictionary of American Idioms and Phrasal Verbs. © 2002 by The McGraw-Hill Companies, Inc.

<http://idioms.thefreedictionary.com/move+forward+with>
[Images for move forward with something](#)

Resources for Consensus as Contrasted to Camps

Consensus decision-making - Wikipedia

Consensus decision-making is a group decision-making process that seeks the consent of all participants. Consensus may be defined professionally as an acceptable resolution, one that can be supported, even if not the "favorite" of each individual. Consensus is defined by Merriam-Webster as, first, general agreement, and second, group solidarity of belief or sentiment. It has its origin in the Latin word *cōnsēnsus* (agreement), which is from *cōnsentiō* meaning literally *feel together*.^[1] It is used to describe both the decision and the process of reaching a decision. Consensus decision-making is thus concerned with the process of deliberating and finalizing a decision, and the social and political effects of using this process.

http://en.wikipedia.org/wiki/Consensus_decision-making
[Images for Consensus decision-making](#)
<https://en.wikipedia.org/wiki/Wikipedia:Consensus>
<http://en.wiktionary.org/wiki/consensus>

etymology - Where does the phrase "fall into two camps" come from?

By the late nineteenth century, with traces of conflict still remaining, the word began being used to denote a "body of adherents of a doctrine or cause", and that is where the phrase comes from. It is a military-inspired metaphor, indicating the two opposing sides of an issue are in staunch opposition with very little common ground.

<https://english.stackexchange.com/questions/104746/where-does-the-phrase-fall-into-two-camps-come-from>
[Images for fall into two camps](#)

Resources for Roles as Contrasted to Rank

pull rank - Idioms by The Free Dictionary

Fig. to assert one's rank, authority, or position over someone when making a request or giving an order. Don't pullrank on me! I don't have to do what you say! When she couldn't get her way politely, she pulled rank and reallygot some action.

<http://idioms.thefreedictionary.com/pull+rank>
[Images for pull rank](#)

Role or Rank? - Newlife

The Bible, in fact, says very little about gender-based tasks, activities or [roles](#). Moreover, the Bible has enough examples of women with spiritual authority, who taught, advised and led men, to call into question the hierarchical concept underpinning complementarianism. Complementarians, however, seem intent on dividing the church along gender lines.

<http://newlife.id.au/equality-and-gender-issues/rank-or-role/>
[Images for Role or Rank?](#)

The Nine Team Roles – and Why Each One Is Essential to a Team's Success

How Our Team Roles Put Your Team's Strengths to Work

The nine Belbin Team Roles represent team members' preferred ways to interact and behave in a group.

Some people are more comfortable working behind the scenes. Others like to interact and engage with clients and customers. Some like ideas. Others prefer decisions. Top-performing teams are built on a balance of nine basic roles—with each team member performing a role (or roles) that reflect their unique, inherent strengths.

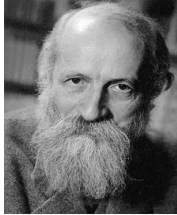
Read on to discover the strengths and ideal responsibilities for each team role.

[http://www.improvingteams.com/using-the-nine-belbin-team-roles-for-team-development/
Images for The Nine Team Roles – and Why Each One Is Essential to a Team's Success](http://www.improvingteams.com/using-the-nine-belbin-team-roles-for-team-development/Images-for-The-Nine-Team-Roles--and-Why-Each-One-Is-Essential-to-a-Team's-Success)

Resources for Dialogue as Contrasted to Triangle

Dialogue - Wikipedia

[Martin Buber](#) assigns dialogue a pivotal position in his [theology](#). His most influential work is titled [I and Thou](#).^[18] Buber cherishes and promotes dialogue not as some purposive attempt to reach conclusions or express mere points of view, but as the very prerequisite of authentic relationship between man and man, and between man and [God](#). Buber's thought centers on "true dialogue", which is characterized by openness, honesty, and mutual commitment.^[19]



Martin Buber

<http://en.wikipedia.org/wiki/Dialogue>

[Images for dialogue](#)

https://en.wikipedia.org/wiki/Martin_Buber

Triangulation (psychology) - Wikipedia

Triangulation is a manipulation tactic where one person will not communicate directly with another person, instead using a third person to relay communication to the second, thus forming a triangle. It also refers to a form of [splitting](#) in which one person [manipulates](#) a relationship between two parties by controlling communication between them.

Triangulation may manifest itself as a manipulative device to engineer rivalry between two people, known as [divide and conquer](#)^[1] or playing one (person) against another.^[2]

[https://en.wikipedia.org/wiki/Triangulation_\(psychology\)](https://en.wikipedia.org/wiki/Triangulation_(psychology))

[Images for Triangulation \(psychology\)](#)

Resources for Colleague as Contrasted to Competitor

Competition Vs. Collaboration in Business | SkyPrep

Competition and collaboration are two contrasting approaches to operating a business. Let's take a look at the effectiveness of each.

<https://skyprep.com/2017/02/06/competition-vs-collaboration-in-business/>

[Images for Competition Vs. Collaboration in Business | SkyPrep](#)

How to Stop Feeling Competitive With Colleagues

Healthy competition can help you grow, but constantly being a rival to your colleagues can leave you feeling burned out and never good enough. If your compulsion to compete is causing you to feel too controlling or making co-workers uncomfortable working with you, you can shift your focus so that competition becomes a win-win for you and your colleagues.

<https://careertrend.com/stop-feeling-competitive-colleagues-7622.html>

[Images for How to Stop Feeling Competitive With Colleagues](#)

Silos, Politics and Turf Wars: A Leadership Fable about Destroying the Barriers That Turn Colleagues into Competitors [Patrick Lencioni]

In yet another page-turner, *New York Times* best-selling author and acclaimed management expert Patrick Lencioni addresses the costly and maddening issue of silos, the barriers that create organizational politics. Silos devastate organizations, kill productivity, push good people out the door, and jeopardize the achievement of corporate goals. As with his other books, Lencioni writes *Silos, Politics, and Turf Wars* as a fictional—but eerily realistic—story. The story is about Jude Cousins, an eager young management consultant struggling to launch his practice by solving one of the more universal and frustrating problems faced by his clients. Through trial and error, he develops a simple yet ground-breaking approach for helping them transform confusion and infighting into clarity and alignment.

<http://www.amazon.com/Silos-Politics-Turf-Wars-Competitors/dp/0787976385>

https://www.goodreads.com/book/show/19129.Silos_Politics_and_Turf_Wars

[https://www.barnesandnoble.com/w/silos-politics-and-turf-wars-patrick-m-lencioni/1103274815#/
https://books.google.com/books/about/Silos_Politics_and_Turf_Wars.html?id=3MVKpwDTNe8C](https://www.barnesandnoble.com/w/silos-politics-and-turf-wars-patrick-m-lencioni/1103274815#/)

https://www.facilities.rochester.edu/finance_and_hr/learning/documents/Silos_Politics_and_Turf_Wars.pdf

<http://www.mustanginternetservices.com/picts/buying-e-books-Silos-Politics-and-Turf-Wars-A-Leadership-Fable-About-Destroying-the-Barriers-That-Turn-Colleagues-Into-Competitors-276499.html>
<http://social-media-university-global.org/2008/01/book-review-silos-politics-and-turf-wars/>
<https://www.publishersweekly.com/978-0-7879-7638-5> Nonfiction Book Review
<http://www.fwpmi.org/File/Professional%20Development%20Items/Silos.%20Politics%20and%20Turf%20Wars%20book%20review.pdf>
<https://www.youtube.com/playlist?list=PLbQAzVIIJ0deameXFDQNYyVkvDitarqx> Silos, Politics & Turf Wars - YouTube
<https://www.amazon.com/Patrick-M.-Lencioni/e/B001ILFMB2>
http://www.goodreads.com/author/show/11503.Patrick_Lencioni
Images for Patrick Lencioni, author
Images for Silos, Politics and Turf Wars: A Leadership Fable about Destroying the Barriers That Turn Colleagues into Competitors [Patrick Lencioni]

43) Losing a church member

Sometimes, a member with difficult behavior grates on me and others so that I wouldn't mind if such a member chose to go to the church on the other side of town. Other than that, though, it hurts to lose a member.

Resources

Find out Why People Leave Your Church: 8 Tips for Exit Interviews

Let's forget the excuses and consider how to **reach out to the lost sheep**. You'll learn how to improve your ministry, and you'll show care for those who feel hurt.

<http://www.churchleaders.com/pastors/pastor-how-to/154640-find-out-why-people-leave-your-church-8-tips-for-exit-interviews.html>

Images for Find out Why People Leave Your Church: 8 Tips for Exit Interviews

Images for reach out to the lost sheep

Five Reasons it is so Painful for a Pastor to Lose a Church Member – ThomRainer.com

This issue is largely an unspoken issue among pastors to one another, and among pastors to church members. The departure of a church member is no small thing to a pastor. It is personal, painful, and can even lead to depression.

<http://thomrainer.com/2016/06/five-reasons-painful-pastor-lose-church-member/>

Images for Five Reasons it is so Painful for a Pastor to Lose a Church Member – ThomRainer.com

<http://thomrainer.com/2018/02/five-major-questions-answers-losing-church-members/>

<http://thomrainer.com/2013/08/the-number-one-reason-for-the-decline-in-church-attendance-and-five-ways-to-address-it/>

<http://thomrainer.com/2016/08/four-kinds-church-members-church-will-always-lose/>

<http://thomrainer.com/2017/06/six-stages-dying-church/>

<http://www.lifeway.com/Article/HomeLife-I-Am-a-Church-Member-Thom-S-Rainer>

<http://www.lifeway.com/pastors/2017/02/06/reasons-churches-less-evangelistic-today/>

<http://thomrainer.com/2017/03/five-reasons-pastors-getting-fired-social-media-posts/> #3

Images for thom rainer (author)

What Losing One Church Member Looks Like

In the majority of instances, conflict does not remain between two people only. Each member is connected to others, people who will support them no matter what, especially if it is perceived that they were treated unfairly. When someone is unhappy or chooses to leave the church, friends often follow suit. A loss of income and a curtailment in ministries results. There is then an increased burden on those who remain to take on additional ministry positions now open by those who left. A sense of loss permeates the congregation.

<http://www.resolvechurchconflict.com/what-losing-one-looks-like.htm>

Images for What Losing One Church Member Looks Like

44) Perturbing the system

One pastor in the interim ministry gathering lamented how the congregation being served seemed to be stuck. Another pastor suggested "perturbing the system." I took the statement to mean poke at the system to see if the system can become un-stuck.

45) Don't mess with success

Eight months into one assignment, the pastor at the neighboring congregation took another call. I volunteered to serve that congregation also. This meant splitting my time between the two congregations on Wednesday evenings. The first congregation offered their education ministry for all grades on Wednesday evenings called Wednesdays with the Word, and many of the parents stepped up to take on a greater leadership role. Four sisters with education backgrounds from one family led the Vacation Bible School in the summer. They liked doing it so well that they traveled to each other's congregations to help with Vacation Bible School. One of the members of the Congregation Council worried that a new pastor might want to come in and change things.

Don't Mess With Success - Fast Company

Who: Betsy Drucker, 33, program manager, Sapient

Mistake: "Getting caught up in superficial definitions of success."

Payoff: "Learning to appreciate the right job and finding something that I'm passionate about."

<https://www.fastcompany.com/39817/dont-mess-success>

46) Where have the years gone?

When I first started convening the Interim Ministry Gathering in 1993 at the age of 40, I considered myself to be the “young guy.” Years later during the summer before I became eligible for Medicare, I interviewed an outgoing pastor of a multi-point parish where I was asked to serve as an interim pastor. She had announced her resignation 15 months after the start date to take affect 4 months later. She opined to me, “They’ll probably accept you better because you’re an old white guy!”

47) On graciously accepting a compliment

Norwegian Lutherans are known for their reserve. Garrison Keillor made a career of poking fun at this social awkwardness on his radio show Prairie Home Companion.

In a thread asking if Norwegians are socially awkward, DeSanti puts beautifully in to words the Scandinavian Condition [I've always wondered if this was true or just a stereotype](#)

Half Swedish, half danish and lived in Norway for 12 years, no we **Scandinavians are not socially awkward**. We are just less talkative with strangers. So, compared to Americans we may seem closed off, but it's our culture.

https://www.reddit.com/r/bestof/comments/1cmhci/in_a_thread_asking_if_norwegians_are_socially/Images_for_Scandinavians_are_not_socially_awkward

James A. Nestingen - «Why Am I a Lutheran? – From Slave Bound to Free» 2014 – YouTube tells how in Western North Dakota the only ways one can tell that Norwegian Lutheran farmers receive money from oil production is that some may buy a new pick-up truck. Also, when they go on vacation, they don't tell anyone where they've been.

As one who has lived with this reserve, I have not always been good at accepting a compliment. “You're much too kind.” The breakthrough came when it occurred to me that, if I downplay the compliment, I deprive the other of the satisfaction of giving the compliment. So, now, even if I do not feel that I deserve the compliment, I can at least say, “Thank you.”

48) Recall the appreciative cards

Through the years, I have saved thank you notes and Christmas cards from members of the congregations I have served. I have placed them in 2 cloth handbags from Lutheran Brotherhood Insurance and Aid Association for Lutherans (fraternal insurance associations, which joined together in 2002 to form Thrivent Financial for Lutherans: Connecting faith & finances for good). I keep these handbags in my home study. Whenever I am tempted to over focus on difficult behavior or challenging circumstances, I recall those two handbags stuffed with cards of appreciation. Such an act of reflection helps to place the presenting situations in perspective. I have since added other bags. I know the days of receiving cards are going to run out though since in this electronic age people do not send as many.

Recalling happier memories can reverse depression | MIT

MIT neuroscientists have shown that they can cure the symptoms of depression in mice by artificially reactivating happy memories that were formed before the onset of depression.

<http://news.mit.edu/2015/recalling-happier-memories-reverse-depression-0617>
[Images for recalling happier memories can reverse depression](#)

Occasionally I get emails with a note of thanks after the fact.

One new installed pastor, who came into a setting I served as an interim pastor, wrote:

Hi Lowell,
Thank you for the advice...
Am loving this parish and these folks!

Sixteen days later, a president of a Congregation Council in a neighboring congregation I served wrote:

Hi Pastor Bolstad,
I have a donation receipt for your gifts offered to (*name*). Is there an address you would like me to send that to for tax purposes?
We are very happy with our arrangement with Pastor (*name*) and (*church*). Thank you for your work here. God bless!